

# Ramelius Resources Limited

ACN: 001 717 540

Ramelius Resources Limited  
PO Box 6070  
East Perth WA 6892  
Level 1, 130 Royal Street, East Perth WA 6004  
Tel: +61 8 9202 1127



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## DIVERSITY POLICY

### Introduction

Ramelius Resources Limited and its subsidiaries ("Ramelius") acknowledges that benefits flow from a workforce comprised of individuals with diverse backgrounds, experiences, values, and skills. Ramelius is committed to the recruitment of the best candidates to fill available positions regardless of gender, religion, cultural background or marital status and values the contribution of all its employees across the organisation.

### Scope and Purpose

The Ramelius Diversity Policy applies to all Ramelius employees, contractors and members of the Board in the conduct of their official business for Ramelius and formalises the Board's commitment to equal opportunity in the recruitment of high quality and motivated employees to pursue the objectives and goals of the organisation.

### Policy Statement and Objectives

Ramelius recognises that a diverse workforce is a contributing factor to achieving corporate goals. Ramelius is committed to promoting diversity through the following key objectives.

- Establishment of formal responsibility for setting measurable objectives, and for overseeing and monitoring Ramelius' commitment to diversity;
- Documentation and promotion of a formal diversity policy;
- Documentation and endorsement of other relevant policies which reflect the Company's position on diversity;
- Recruitment based on qualifications, skills, abilities and merit to ensure workforce vacancies are filled with the most suitable employees available;
- Encouragement of personal development and training of employees to achieve their full potential for the mutual benefit of Ramelius and employee;
- Annual assessment of objectives and progress towards their achievement; and
- Publishing a copy of this policy on the Company's website.

Ramelius aims to support and promote a workplace that values and encourages diversity in terms of its workforce, work practices and decision-making processes.

For the purposes of this Policy, "diversity" encompasses acceptance, respect and recognition of individual differences such as background, skills, talents and perspectives, as well as attributes or characteristics that are protected under equal opportunity legislation.

Through its practices, processes and decision making, Ramelius aims to demonstrate that it values and promotes the diverse skills and competencies of all employees and to utilise these skills in ways that contribute to performance of the company.

## **Policy Implementation**

The Managing Director is responsible for the implementation of this policy. The Board will review the policy at least annually and consider its effectiveness.

*Reviewed: September 2018*