

# Diversity & Inclusion Policy



At Ramelius, a core value is “We are Authentic”: We support and promote a skilled and diverse workplace that is aligned with our values and Code of Conduct, where people feel respected, valued and empowered to thrive and inspire others

We recognise that a workplace that values and encourages diversity and inclusion is fundamental to our success. We value people with diverse backgrounds and experience and afford opportunities regardless of gender, sexual orientation, religion, ethnicity, cultural background, age, mental or physical disability, marital status or any other protected attribute described in the Fair Work Act 2009 (Cth). Bullying, harassment, vilification and victimisation, in any form, is not tolerated.

To ensure a sustainable and successful business for our people, shareholders and the communities in which we operate, we are committed to:

- Maintaining an inclusive culture that accepts, respects and recognises individual differences such as background, skills, talents and perspectives, and treating others equally and with respect at work, and in any work-related activity or interaction
- Ensuring that all Ramelius Directors, employees and contractors (Ramelius Personnel) are aware of and understand their workplace rights, obligations and duties regarding diversity, inclusion, discrimination, harassment and bullying
- Ensuring the recruitment of employees is from a diverse pool of qualified candidates
- Supporting diversity and inclusion in relation to all people systems from recruitment and retention to performance management and training and development and during any organisational restructure or change
- Providing access to advice, information or support and a fair process for confidentially resolving any conduct that may constitute discrimination, harassment or bullying
- Complying with all relevant legislative requirements

It is expected that Ramelius Personnel will:

- Treat other Ramelius Personnel and those seeking employment fairly and afford opportunities based on merit and capability
- Refrain from any direct or indirect behaviour that constitutes harassment and bullying, including victimising, humiliating, undermining, intimidating, threatening or which otherwise creates a risk to health and safety, including sexual harassment
- Offer assistance or support to any person who is or feels that they have been discriminated against, harassed or bullied
- Speak up, or hold others to account, following Company procedures, if they see, or feel they have been subject to, any discrimination, vilification, harassment or bullying

Ramelius' Board will continually develop measurable objectives for this Policy and monitor the Company's progress against these objectives.

**Mark Zeptner**  
Managing Director

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