

# TERRAMIN AUSTRALIA

## DIVERSITY & EQUAL OPPORTUNITY POLICY

### PURPOSE AND SCOPE

The purpose of this Policy is to document Terramin's commitment to diversity. Terramin recognises the benefits of employing a diverse range of people based on merit, qualifications, aptitudes, skills, knowledge and potential.

Terramin strives to value and recognise each individual's contribution and strengths regardless of gender, ethnicity, colour, age, race, religious belief, national origin, sexual orientation, marital status, disability, trade union activity or any other status protected by law or regulation.

Terramin is committed to maintaining:

- a talented and diverse workforce;
- a workplace free of harassment, bullying and unfair or unlawful discriminatory practices and behaviour;
- an environment where all employees can demonstrate their abilities, aptitude and knowledge to develop their potential and advance within the company; and
- a clear and transparent governance process for recruitment, recognition and remuneration.

### RESPONSIBILITIES

We each have a responsibility to support diversity and equal opportunity in the workplace.

Terramin expects everyone to take their obligations seriously and conduct themselves in an appropriate, respectful manner in accordance with the Company's values of Safety and **Environment, Teamwork, Recognition, Integrity, Vision and Excellence**.

The Terramin Board and management team are responsible for developing policy and monitoring diversity and equal opportunity in our workforce through:

- setting and disclosing measurable objectives for building diversity, including the proportion of women employed by the Company;
- ensuring that the Company has attraction, recruitment and selection policies and working arrangements that encourage applicants and employees of all backgrounds to apply;
- offering all employees the opportunity to achieve their potential;
- promoting tolerance of change and increasing employee morale through building a culture of respect and inclusion; and
- ensuring Terramin policies and procedures uphold equal opportunity and discrimination legislation.



**Richard Taylor**  
Chief Executive Officer

June 2018



## DIVERSITY OBJECTIVES, YEAR ONE

Objective	Target Date	Responsibility
1. Reestablish responsibility at Board level and amend the Nominations & Remuneration Committee Charter to incorporate diversity as one of its objectives	31 October 2018	Chair of Nomination & Remuneration Committee
2. Appoint a member of the executive management group with responsibility for diversity	31 October 2018	CEO
3. Republish the Company Diversity Policy on the Terramin website	31 July 2018	Company Secretary
4. Reimplement development and career planning as an integral part of employees annual Performance Appraisal Plan	31 December 2018	CEO
5. Appoint a female Board Member	30 June 2019	Chairman of the Board

