

# POLICY

## Diversity, Equal Opportunity, and Inclusion

### PURPOSE AND SCOPE

This Policy provides the basis on which Round Oak will actively promote diversity and equal opportunity to create a working environment that is fair and inclusive, applies fair and equitable employment practices and allows all employees to reach their full potential.

This Policy applies to all directors, officers and employees of Round Oak and its subsidiaries and all contractors and visitors to our worksites and facilities. The principles in this Policy are to be applied to all aspects of the way we work.

### OUR COMMITMENT

Round Oak is committed to fostering and preserving a culture of diversity, equal opportunity and inclusion where all people are comfortable to be themselves, feel supported to perform at their best and have the opportunity to achieve and contribute to their full potential. At Round Oak we:

- Value diversity through embracing a broad array of differences including attributes of gender, nationality, race, ethnicity, language, religious beliefs, gender identity, marital status, parental status, socioeconomic status, educational background, disability and age
- Recognise that a diverse and inclusive workforce is essential for sustained business performance and growth; helping to:
  - attract, develop, retain and engage talent;
  - foster creativity and innovation to achieve the best solutions and ideas;
  - improve the quality of decision making through the contribution of diverse perspectives, experiences and knowledge; and
  - better understand and connect with our stakeholders

- Support our leaders who are accountable for establishing an inclusive workplace environment within their teams through their own personal leadership, and promoting and requiring inclusive behaviours within their team
- Extend our commitment across all areas of our business including recruitment, selection, development and promotion, performance, redundancy, redeployment, remuneration and reward processes
- Develop and promote programmes to address impediments to diversity and inclusion in the workplace, including parental leave and flexible working arrangements, and ensure that they are available to, and utilised by, both women and men
- Comply with all applicable standards, legislation and regulations

This Policy is to be communicated to all employees, contractors and visitors and will be displayed at the workplace.

Round Oak's Governance, Remuneration & Nomination Committee is responsible for reviewing this Policy at least annually, and for monitoring and reporting to the Board on Round Oak's progress against the objectives as well as the effectiveness of this Policy.

The Managing Director & CEO is accountable to the Board for ensuring this Policy is implemented effectively.



Robert Cooper  
Chief Executive Officer  
Round Oak Minerals Pty Limited

