



# Diversity Policy

We are committed to building a diverse and inclusive workplace.

We believe a diverse workforce and a workplace in which each employee is treated fairly and with respect will promote innovation and business success.

Principles guiding our approach to diversity include:

- Ensuring all personnel are treated fairly and with respect and dignity
- Embracing diversity in recruitment and promotion activities at all levels
- Aiming for our people to reflect the communities we operate in
- Being open to new initiatives that will improve diversity
- Eliminating discriminatory attitudes and behaviours
- Establishing measurable objectives for achieving diversity and regularly assessing progress made towards achieving them
- Disclosing the measurable objectives for achieving employee diversity in the Annual Report and the progress made towards achieving them
- Fostering a culture that aligns with our core values of Safety, Attitude, Communication, Delivery and Courage

This policy applies to all Directors, employee and contractors at all of our operations.

This policy will be reviewed no later than two years from the below date.

A handwritten signature in black ink, appearing to read "R. Finlayson", with a long horizontal flourish extending to the right.

Raleigh Finlayson  
Managing Director

Saracen Mineral Holdings Limited

Date: 15 June 2018