

## **TIMAH RESOURCES LIMITED**

### **DIVERSITY AND INCLUSION POLICY**

#### **1. OVERVIEW AND OBJECTIVES**

The Company workforce is made up of many individuals with unique skills, values, backgrounds and experiences. The Company respects and values the diversity of its employees, customers and stakeholders and is committed to finding ways to actively support and encourage a diverse workforce and inclusive workplace now and in the future. The Company is committed to providing an environment in which employees have equal access to opportunities available at work, are not judged by reference to unlawful or irrelevant attributes and have genuine feelings of belonging across integrated workplace activities. The main objectives of this Policy are to ensure the Company:

- Leverages our employee's unique skills, values, backgrounds and experiences, which will assist with understanding our customer needs
- Develop an inclusive work environment, so each employee can show their full potential, regardless of their background, gender, age, work status, marital status, religious or cultural identity
- Demonstrates best practice

#### **2. DIVERSITY**

Diversity is refers to all the characteristics that make individuals different from each other. They include attributes or characteristics such as religion, race, ethnicity, language, gender, sexual orientation, disability, age and any other ground for potential unlawful discrimination. The Company is committed to treating individuals equally and with respect.

#### **3. INCLUSION**

Inclusion is refers to the adjustment of workplace practices and behaviours to respond to people in order to ensure that individuals feel included within workplace activities. It involves both the action of including people in opportunities and also the outcomes of individuals feeling a sense of belonging.

#### **4. POLICY, SCOPE AND RESPONSIBILITY**

This policy applies to anyone who is employed by or works in the Company, including employees, contractors, consultants, temporary employees and secondees. The philosophy and principles outlined in this Policy applies across the business, is the responsibility of all employees and must be adhered to by all parties acting for, or on behalf of, any part of the Company.

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At every level, the Company's employees have accountability for ensuring the successful promotion of all aspects of diversity and inclusion and appropriate behaviour in the workplace. Diversity and inclusion applies to all people practices, including but not limited to, recruitment, retention, performance management, promotions, talent identification and succession planning, training and development, terminations and goal setting. Managers have a responsibility as leaders to make decisions based on merit, to encourage diversity and inclusion in their teams and to model appropriate behaviour to ensure a strong and diverse culture in the Company, which will significantly contribute to our commercial success.

Successful recruitment and selection is a fundamental part of the business and candidate diversity allows for different strengths and contributions to be brought to the Company. It is critical that discriminatory practices and unconscious bias are avoided. These same principles are applied when considering new Directors for appointment to the Board to ensure a balance of skills and background in candidate selection.

#### **5. SUPPORT**

In order to assist with continuing to develop a highly skilled and experienced workforce and to develop employees for leadership roles, the Company will identify and implement appropriate programs in the future.

#### **6. GRIEVANCES**

Discrimination, harassment, vilification and victimisation will not be tolerated. Any substantiated breach of the Company Diversity and Inclusion Policy will be dealt with seriously and may result in disciplinary action. The Company is committed to taking appropriate action where a complaint is raised and an investigation may follow in line.

#### **7. MEASURES**

The Company measures and monitors diversity objectives through regular reporting and analysis.

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### **8. REVIEW OF BOARD CHARTER**

The Diversity and Inclusion Policy will be reviewed periodically and updated in accordance with the needs of the Company and any new regulation that may have an impact on the discharge of the Board's responsibilities.

The policy is made available for reference in the Company's website at [www.timahresources.com.au](http://www.timahresources.com.au)

### **VERSION CONTROL**

<b>Version</b>	<b>Date</b>	<b>Author</b>	<b>Changes</b>
1.0	27.9.2016	The Board	First establish
1.0	17.11.2016	The Board	Reviewed
1.0	15.9.2017	The Board	Reviewed
1.0	28.8.2018	The Board	Reviewed
1.0	23.8.2019	The Board	Reviewed
1.0	26.2.2020	The Board	Reviewed
1.0	22.2.2021	The Board	Reviewed
1.0	21.2.2022	The Board	Reviewed
1.0	27.2.2023	The Board	Reviewed
1.0	27.2.2024	The Board	Reviewed
1.0	27.2.2025	The Board	Reviewed
1.0	26.3.2026	The Board	Reviewed