

AIC MINES LIMITED

ACN 060 156 452

DIVERSITY POLICY

Note: references to “Company” are to AIC Mines Limited and where applicable, all wholly owned subsidiaries within the Group.

Introduction

The Company considers that the promotion of diversity within the organisation:

- broadens the pool for recruitment of high quality directors and employees;
- is likely to support employee retention;
- is likely to encourage greater innovation through the inclusion of different perspectives; and
- is a socially and economically responsible governance practice.

The Company will comply with the ASX Corporate Governance Council’s *Corporate Governance Principles & Recommendations* on Diversity.

The Board of Directors (**Board**) is responsible for adopting and monitoring the Company’s diversity policy (**Policy**).

Purpose

This Policy sets out the beliefs and goals and strategies of the Company with respect to diversity within the Company.

Diversity within the Company means all the things that make individuals different to one another, including gender, ethnicity, religion, culture, language, sexual orientation, disability and age. It involves a commitment to equality and to the treating of one another with respect.

Selection, appointment and management of directors and employees

The Company is dedicated to promoting a corporate culture that embraces diversity. The Company believes that diversity begins with the recruitment and selection practices of its Board and its staff.

The Company employs new employees and promotes current employees on the basis of performance, ability and attitude. The Company recognises that employees (male and female) at all levels may have domestic responsibilities and adopt flexible work practices that will assist them to meet those responsibilities.

Measureable objectives

The Board will establish measurable objectives for achieving overall and gender diversity.

The Board will have the responsibility of assessing the measurable objectives for achieving overall and gender diversity and will report in the Company’s annual Corporate Governance Statement, on the Company’s progress in achieving them.

Reporting compliance with measurable objectives

In its annual Corporate Governance Statement, the Company will disclose:

- the measurable objectives for achieving gender diversity set by the Board in accordance with the diversity policy; and
- the progress towards achieving them.

As a part of this disclosure, the Company will disclose in its annual Corporate Governance Statement, the proportion of:

- female to male employees in the whole organisation;
- females to males in senior executive positions; and
- females to males on the Board.

Review

This policy will be periodically reviewed to check that it is operating effectively and whether any changes are required to the policy.