

AIC MINES LIMITED

ACN 060 156 452

DIVERSITY POLICY

Note: references to “Company” are to AIC Mines Limited (AIC) 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**), which is underpinned by AIC’s Statement of Values.

Purpose

This Policy sets out the beliefs and goals and strategies of the Company with respect to diversity within the Company. The Chief Executive Officer has overall responsibility for the application of the policy across the organisation.

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. The Company opposes all forms of unlawful and unfair discrimination.

Overall Goal

The Company promotes a high performance culture that draws on the diverse and relevant experience, skills, expertise, perspectives and the unique personal attributes of its Board members and employees.

The Company is committed to managing diversity as an employer and a prospective employer by reflecting our company values of respect, integrity, honesty and personal commitment in maintaining and valuing the differences a diverse workforce brings.

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. Recruitment and selection practices at all levels will be structured so that a diverse range of candidates are considered, and the Company will attempt to remove any gender bias.

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. Employees on extended parental leave will be offered the option of being regularly updated on the Company’s activities, and participating in Company functions.

Review

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

Issue Date:	01/01/2020
Owner:	Company Secretary
Approver:	The Board