

## DIVERSITY POLICY

### CAZALY RESOURCES LIMITED ("COMPANY")

The Company recognises and values the competitive benefits and advantages that diversity can bring to an organisation. It actively supports, encourages and acknowledges diversity as a means of enhancing and enriching the Company's performance and standing by utilising the various skills, experiences and perspectives of its directors, officers, employees, consultants and contractors.

The Company treats all its personnel fairly and equally regardless of their gender, sexuality, marital status, cultural background, ethnicity, language, political or religious beliefs, disability or age.

The Company is vested in being a sound corporate citizen.

This policy applies across the Cazaly group and is supported by the Company's Code of Conduct and the Whistleblower Policy.

#### **Role of the Board**

It is the responsibility of the Board to foster an environment where:

1. All individual differences of its personnel are respected.
2. The recruitment of personnel is done impartially from a diverse field of suitably qualified and skilled candidates.
3. Inappropriate attitudes, behaviours and stereotypes are not acceptable at any time.
4. Personnel are offered learning and other opportunities to develop their knowledge, skills and experience.

#### **Objectives**

The Company encourages diversity in employment, and in the composition of its Board, as a means of ensuring the Company has an appropriate mix of skills and talent to conduct its business and achieve its goals and objectives.

#### **Achieving diversity**

The Board of the Company aims to establish measurable objectives for achieving and delivering on its diversity values.

Measurable objectives may include:

- Non-discriminatory selection criteria and procedures for new positions;
- Procedural and structural policies and procedures;
- Initiatives, training and programs;
- Targets for diversity of Board members, managers and other personnel;
- The nature of the roles in which personnel are engaged, including full time, part time or contracted bases, and in leadership, management, professional speciality or supporting roles; and
- The relative participation of personnel in different remuneration bands.

## **Work environment**

The Company will ensure that all directors, officers, employees, consultants and contractors have access to a safe work environment that is free from harassment, discrimination, bullying and victimisation.

The Board and senior managers are required to ensure that complaints or reports of sexual, racial, religious or any other form of harassment is treated seriously, confidentially, and sympathetically by the Company.

## **Reporting Responsibility**

It is the responsibility of all directors, officers, employees, consultants and contractors to comply with this policy and report violations or suspected violations.

The Board will proactively monitor Company performance in meeting the standards and policies outlined in this Policy. This will include an annual review of the diversity objectives set by the Board, and its progress in achieving them.

The Board will consider setting key performance indicators for the Board, Managing Director and senior managers that are linked to the achievement of the diversity objectives set by the Board.

## **Compliance with this Diversity Policy**

Any breach of compliance with this policy is to be reported directly to the Managing Director or Chair, as appropriate. Anyone breaching this Diversity Policy may be subject to disciplinary action, including termination.

This Policy will be reviewed by the Board on an annual basis.

## **For and on behalf of the Board**

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