

# DIVERSITY, EQUITY & INCLUSION POLICY

## 1. PURPOSE

BCI Minerals Limited and its wholly owned subsidiaries (**BCI** or **Company**) are committed to establishing a safe, respectful and inclusive culture where diverse experiences, perspectives, backgrounds and ideas are valued and utilised at every level of its corporate and site workplaces. We believe that this will lead to alternative ways to approach challenges, solve problems, and identify growth opportunities, which will result in a work environment where better decisions are made.

## 2. POLICY STATEMENT

We will:

- Enable and support a diverse workforce, comprised of individuals of varying gender, religion, race, age, ability, ethnicity, sexual orientation, education, and other attributes.
- Provide a workplace free from discrimination, harassment, vilification, victimisation and bullying, where individual differences, experiences and contributions of all team members are recognised, respected and valued.
- Ensure our people processes and practices are transparent, fair and minimise bias including consideration of workplace structures, systems and procedures enabling team members to balance their work, family and other responsibilities effectively and assist in the attraction, retention and development of a broader and diverse pool of skilled and experienced talent.
- Maintain an environment where people feel safe to speak up at any time, including when others are harassed, intimidated or excluded.
- Provide education and awareness to team members to enable them to foster safe, respectful and inclusive behaviours.
- Expect people to demonstrate safe, respectful and inclusive behaviours, and will take action when issues are noticed or raised.
- Promote strong and sustainable relationships with diverse stakeholders including shareholders, communities, contractors, employees, traditional owners, customers and suppliers.
- Communicate to the contractors with which we partner BCI's expectation that their workforce will demonstrate safe, respectful and inclusive behaviours when working on our projects and at our operations.
- Communicate this policy to all BCI employees and make it available to the public.

## 3. MEASURABLE OBJECTIVES

The Board believes that the setting of measurable objectives and reporting Company performance against these objectives is key to achieving diversity, equity and inclusion (**DEI**) in its workplace. As such, the Board will:

- Annually review and set measurable DEI objectives on advice from the Remuneration and Nomination Committee and the Executive Management Team.

- Measure progress towards achieving these objectives.
- Report on these objectives and progress in the Company’s annual report.
- Undertake gender participation and pay equity audits.

#### 4. COMMITMENT

To develop a safe, respectful and inclusive workforce that is representative of the broader community whilst employing the best person for the role, the Board and Executive Leadership Team of BCI will continuously maintain, develop and review the appropriate structures, systems, and procedures to support our DEI objectives.



Alwyn Vorster  
 Managing Director  
 BCI Minerals Limited

#### DOCUMENT CONTROL

Revision	Date	Description	Author	Approver
0	5 May 2022	Diversity, Equity and Inclusion Policy	J. Burke	Board