

# Diversity and Inclusion Policy

Pacific Bauxite Ltd  
ACN 112 914 459

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## Introduction

Pacific Bauxite Limited (**Pacific Bauxite** or **Company**) is committed to creating and maintaining an inclusive workplace across our corporate and field environments, reflecting the Company's value of personal and professional diversity.

The purpose of this policy is to support and facilitate an inclusive work environment that embraces our differences and recognises the benefits that differences provide to our business and our people.

## Our Commitment

Pacific Bauxite will strive to:

- Attract, develop and retain employees from the widest possible pool of talent.
- Embrace diversity and inclusion within our teams.
- Respect the diversity of everyone involved in our domestic and international activities, including all employees and stakeholders.
- Foster a culture that maximises the benefits of diverse experiences and perspectives.

Our employment decisions will be transparent, fair, and purely based on role requirements. We expect all contractors working on our sites to have policies and procedures in place that will ensure their employees are treated no less fairly than our own.

## Our Goals

Being a diverse and inclusive organisation will help us to:

- Attract and retain the best talent in the market.
- Protect and enhance our license to operate by delivering on the expectations of our stakeholders.
- Improve the connection between our people and the communities in which we live and work.
- Ensure our employees have access to equal opportunities at every stage of their employment with the Company.
- Provide a work environment that celebrates difference and is free from bullying, discrimination and harassment.

## Our Responsibility

Leaders at all levels are required to maintain compliance with this policy as well as any associated policies, procedures and processes. This policy applies to our recruitment and employment practices, including skills and performance

management processes, career development opportunities, and our remuneration structure.

Our corporate and field leadership teams are expected to embrace and build diversity into their teams, and to demonstrate commitment to fostering a work environment where people feel valued, included, and able to reach their potential.

Pacific Bauxite will continue to work towards educating our employees and stakeholders regarding the benefits brought to our business by diversity and inclusion across all levels of the Company.

This policy applies to all employees and contractors, working in corporate headquarters, on our sites, at company functions, events such as conferences and business travel. All employees and contractors have a responsibility to report suspected breaches of this policy to the Company's management.

## Review of Policy

The Board shall review this Policy as required.

This Policy was approved by the Board of the Company on 26 September 2019.