



DIVERSITY POLICY

Introduction

The Diversity Policy is designed to ensure that roles and positions within Western Areas are filled by the best possible candidates available without discrimination, while encouraging diversity within all levels of the Group.

Policy

Diversity in the context of the policy includes, but is not limited to, gender, age, ethnicity and cultural background.

Diversity compliments business practices and is encouraged within the organisation. Diversity has many benefits including, encouraging greater innovation due to different perceptions and perspectives and helping to support employee retention with promotional opportunities for advancement available to all team members.

The Nomination Committee will be responsible for monitoring and assessing the measureable objectives on an annual basis and reporting to the Board on the Company's progress towards achieving the objectives.

Specifically, the Committee will establish measureable objectives for achieving gender diversity that are appropriate for the Company, and will assess these objectives and the progress made towards achieving them on an annual basis.

The following objectives for achieving diversity will be annually assessed and the progress in achieving the objectives will be measured.

- Over the next few years the Company aims to increase diversity in senior appointments as positions become available, but all appointments will be based on merit and skills required to discharge the duties of such roles.
- All senior appointments, including director appointments, should have at least one female candidate (if available) assessed in the recruitment process.

As part of the Corporate Governance disclosures in the Annual Report, the Company will disclose:

- the proportion of women employees in the whole organisation;
- the proportion of women in senior or management positions; and
- the proportion of women on the Board.

A handwritten signature in blue ink that reads "DL Lougher".

Dan Lougher
Managing Director