

POLICY DIVERSITY & INCLUSION



Introduction

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

Policy

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

A diverse and inclusive workplace compliments business practices and 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 Company takes into consideration flexible working arrangements for employees at all levels and provides opportunities for employees on extended leave to maintain their connection with the Company by circulating staff communication and invitations to work functions and training programs.

The Company values leading by example, acting with integrity and fostering an ethical culture where everyone embraces a sense of personal responsibility for doing the right thing in the right way. Respecting human rights across all our business activities helps to uphold our core values, which underpin our vision of creating long term, sustainable value for all our stakeholders.

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

Specifically, the Committee will establish measurable 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.

Diversity Targets

Over the next few years, the Company intends to increase diversity and inclusion in senior appointments as positions become available, but all appointments will be based on merit and the skills required to discharge the duties or such roles.

Gender Specific Diversity Targets

All senior appointments, including director appointments, should have at least one female candidate (if available) assessed in the recruitment process.

The Board aims to have a composition of a minimum 30% of each gender within the next 2 years.

As part of the Annual Corporate Governance Statement, the Company will disclose:

- The proportion of employees of each gender/gender identity in the whole organisation;
- The proportion of each gender/gender identity in senior or management positions; and
- The proportion of each gender/gender identity on the Board.

A handwritten signature in black ink that reads "DR Lougher".

Dan Lougher
Managing Director

5/10/2020