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## Diversity Policy

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## 1. Purpose

This Policy is intended to apply to both Jameson Resources Limited and its subsidiaries (the “Company”). References to the Company or Jameson in this Policy should be read as referring to both Jameson and its subsidiaries, as appropriate.

The Company is committed to providing an environment in which all employees and consultants are treated with fairness and respect, and have equal access to opportunities available at work. The Company believes diversity enables it to attract people with the best skills and attributes, and contributes to the achievement of the company’s corporate objectives.

To the extent practicable, the Company will address the recommendations and guidance provided in the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations.

## 2. Diversity at Jameson Resources Limited

Diversity at the Company refers to all the characteristics that make individuals different from each other. The Company takes positive steps to ensure that current and prospective employees are not discriminated against, either directly or indirectly, on the characteristics such as gender identity, age, disability, marital or family status, sexual orientation, religious beliefs, ethnic, cultural background, socio-economic background, or any other area of potential difference. We value the differences, needs and contributions a diverse workforce represents.

The Company extends this positive attitude in respect of diversity to our consultants and stakeholders.

## 3. Objectives

The Diversity Policy applies to all employment levels of the company including professional consultants. The Company is committed to creating an environment where:

- (a) a diverse and skilled workforce, leading to continuous improvement in service delivery and achievement of corporate goals
- (b) a workplace culture characterised by inclusive practices and behaviours for the benefit of all personnel
- (c) there are equal employment and career development opportunities that enable diversity
- (d) a work environment that values and utilises the contributions of employees with diverse gender, backgrounds, experiences and perspectives through improved awareness of the benefits and successful management of workforce diversity and successful management of diversity; and
- (e) awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity,

(collectively, the **Objectives**).

The Diversity Policy does not impose on the Company, its directors, officers, agents or employee any obligation to engage in, or justification for engaging in, any conduct which is illegal or contrary to any anti-discrimination or

equal employment opportunity legislation or laws in any State or Territory of Australia or of any foreign jurisdiction.

#### 4. Recruitment

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The Company is committed to promoting a corporate culture which embraces diversity. Professional recruitment agency may be engaged by the Board or Remuneration and Nomination Committee when selecting candidates for new directors and employees. This will ensure prospective employees or new directors are selected from a diverse pool of qualified candidates.

Documentation, including person specifications, job advertisements, application forms and contracts will include no direct or inferred discrimination. Company procedures including interviews, reference checking and testing will be undertaken in such a way so as to ensure the absence of discriminatory practice.

Ongoing diversity training and education are available to Directors and Senior Executives, to ensure all employees are treated fairly and evaluated objectively.

Diversity training encompasses raising awareness about issues surrounding diversity and developing diversity management skills.

All decisions associated with career advancement, including promotions, transfers and other assignments will be determined on merit.

#### 5. Responsibility

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In order for this policy to operate, it is essential that employees at all employment level are responsible for the elimination of discriminatory practices, and for the creation of a diverse and tolerant workplace.

The Remuneration and Nomination Committee or the Board as a whole is responsible for:

- (a) Implementation of the diversity policy
- (b) Ensuring compliance with the diversity policy
- (c) Ongoing monitoring of the diversity policy as well as progress against achieving the measurable objectives set by the Board
- (d) Reviewing the progress against the company's diversity strategy and identifying any changes or new initiatives required to improve diversity
- (e) Ensuring succession plans have an appropriate focus on diversity
- (f) Articulating a corporate culture which supports workplace diversity and in particular, recognises that employees at all levels of the Company may have domestic responsibilities; and
- (g) Assessing (at least annually) the measurable objectives for achieving gender diversity and the progress in achieving them.

## 6. Measurable Objectives

- (a) The Company is responsible for implementing, monitoring and reporting on the measurable objectives
- (b) Measurable objectives must be reviewed and set annually
- (c) Measurable objectives as set by the Board will be included in the annual key performance indicators for the MD, or equivalent, and senior executives; and
- (d) The Board will review progress against the measurable objectives as a key performance indicator in its annual performance assessment.

The Company will disclose in its Annual Report each year:

- (a) The measurable objectives for achieving gender diversity set by the Board in accordance with the Policy, and the progress towards achieving them.
- (b) The proportion of women in the whole organisation (including all full-time, part-time, casual and contractors), women in senior executive positions and women on the Board.

## 7. Breach of Policy

Disciplinary action, which may include dismissal, will be taken against anyone found to be guilty of a breach of this policy.

## 8. Approval and review details

<b>Doc owner:</b>	Board	<b>Last Review Date:</b>	March 2021	<b>File Path:</b>	Corporate\Corporate Governance\Policies\Diversity Policy
<b>SME:</b>	Company Secretary	<b>Next Review Date:</b>	March 2023	<b>Ref No:</b>	COR POL 06

