

DIVERSITY, EQUITY, AND INCLUSION POLICY



AUR-C-HRT-POL-003

## PURPOSE

Diversity at Aurelia Metals Limited ('**Aurelia**' or the '**Company**') is about our commitment to equity, inclusiveness and accepting, valuing and respecting each person's differences. The Company recognises that a diverse workforce offers a wide range of perspectives and unique skills and experiences that can enhance decision making and lead to better business outcomes.

Aurelia is committed to growing a diverse workforce and work environment in which every employee is treated fairly, respected and has the opportunity to contribute to business success, while being given the opportunities to realise their full potential as individuals.

Aurelia is committed to inclusion at all levels of the Company regardless of gender identity, marital or family status, sexual orientation, age, disability, ethnicity, religious beliefs, socioeconomic background, cognitive diversity or cultural background.

In order to have an inclusive workplace, sexism, racism, discrimination, bullying, harassment (including sexual harassment), vilification and victimisation cannot and will not be tolerated.

This policy applies to all Aurelia employees.

## POLICY

This policy sets out Aurelia's objectives for achieving diversity, equity and inclusion and aligns to the Values and behaviours outlined in our Code of Conduct, *The Aurelia Way*.

The objectives of this policy are to ensure that Aurelia can achieve its corporate objectives, enhance its reputation and:

- Recruit the right people in the right roles from a diverse pool of talented candidates.
- Create an inclusive culture where all employees feel valued, respected, included and safe.
- Leverage the individual experiences, backgrounds, ideas, insights, skills and qualities of a diverse workforce to achieve Aurelia's strategy and purpose.
- Create an environment whereby our employees can be active bystanders and feel safe to speak up and take action against inappropriate workplace behaviours.
- Equip our leaders with tools and training to support inclusion and diversity that creates a safe workplace and drives high sustainable engagement.
- Take a strong leadership position on diversity, equity and inclusion practices, advocating for positive change within our industry and the communities in which we operate in.
- Retain and develop an appropriate skills base in the Company.
- Make more informed and innovative decisions, drawing on the wide range of ideas, experiences, approaches and perspectives that employees from diverse backgrounds, and with differing skill sets, bring to their roles in the Company.

When promoting and managing diversity and inclusion Aurelia will:

- Attract and retain a skilled and diverse workforce that includes the talent available in the communities in which our assets are located and our employees reside.
- Promote and maintain a work environment that values and utilises the contributions of employees with diverse backgrounds, experience and perspectives.
- Build and maintain a safe working environment by taking action against inappropriate workplace behaviour including discrimination, harassment (including sexual harassment), bullying, victimisation and vilification.
- Design and implement programs that will assist in building a workforce that is diverse and inclusive and that is provided with opportunities to develop skills and experience for career advancement, learning and development, including mentoring programs and targeted training and development.

- Ensure that recruitment and selection practices (at all levels from the Board downwards) are fair and that all candidates are considered on the basis of their skills, qualifications and abilities. Job specifications, advertisements, application forms and contracts will not contain any form of bias that may discriminate against certain candidates.
- Communicate expectations and responsibilities of both leaders and employees to ensure zero tolerance for discrimination, bullying, harassment, sexual harassment vilification and victimisation and emphasise that employees have a positive duty to be active bystanders.
- Provide safe and effective avenues for employees to raise concerns, appropriately address those concerns, and encourage anyone with concerns or who witnesses inappropriate behaviour to speak up.
- Provide opportunities for employees on extended parental leave to maintain their connection with the Company.
- Encourage and support the application of flexible working arrangements and a variety of leave options for employees.
- Provide career development and leadership opportunities for employees from underrepresented groups and from diverse backgrounds.

## RESPONSIBILITY AND COMPLIANCE

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| Board                                     | <ul style="list-style-type: none"> <li>• The Board is committed to workplace diversity. The Board is responsible for developing measurable objectives and strategies to meet the objectives of this Policy and monitoring the Company's progress against these objectives.</li> </ul>  |
| Remuneration and Nomination Committee     | <ul style="list-style-type: none"> <li>• The responsibilities of the Remuneration and Nomination Committee are defined in the Remuneration and Nomination Committee Charter.</li> </ul>  |
| Sustainability and Risk Committee         | <ul style="list-style-type: none"> <li>• The Committee is responsible for monitoring the adequacy of the Company's measures, systems and controls to manage:                         <ul style="list-style-type: none"> <li>— workplace health – physical and mental (including psychological safety)</li> <li>— harassment (including sexual harassment) and bullying.</li> </ul> </li> </ul>   |
| Diversity, Equity and Inclusion Committee | <ul style="list-style-type: none"> <li>• The responsibilities of the Diversity, Equity and Inclusion Committee are defined in their Charter. This internal committee is responsible for raising awareness and implementing preventative, responsive and relevant strategies that promote diversity, equity, and inclusion.</li> </ul>  |
| Leaders                                   | <ul style="list-style-type: none"> <li>• Leaders must exercise their authority to ensure an inclusive work environment that is free from discrimination, bullying, harassment, sexual harassment, victimisation, and vilification.</li> <li>• Role model inclusive workplace behaviours and reinforce an active bystander culture.</li> <li>• Create diversity within teams and encourage diversity of thought and experience to deliver Company objectives.</li> <li>• Empower employees to speak up and take prompt and appropriate action against negative behaviours.</li> <li>• Ensure all employees are treated equitably and fairly. Report any incidents of discrimination, bullying, harassment, sexual harassment, vilification or victimisation and seek disciplinary action as required.</li> <li>• Provide or ensure participation in all Company training regarding discrimination, bullying, harassment, sexual harassment, victimisation, and vilification.</li> </ul> |

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| Employees        | <ul style="list-style-type: none"> <li>• Everyone working at Aurelia is responsible for understanding this Policy and incorporating it into their daily work practices.</li> <li>• Employees must report violations of this Policy or any inappropriate behaviour that they experience or witness. Aurelia will take all reports seriously, respecting the party's confidentiality and where appropriate investigate reports through either the internal grievance process or external whistleblower process.</li> <li>• Employees must behave in a fair and equitable way and must not discriminate, bully, harass, sexually harass, victimise, or vilify others or request, instruct, induce, encourage, authorise or assist any other person to discriminate, sexually harass, victimise or vilify others.</li> <li>• Complete mandatory training in line with this and related policies.</li> </ul> |
| Contact Officers | <ul style="list-style-type: none"> <li>• Aurelia will enable a network of trained Contact Officers from across the workforce to provide assistance and information to employees about discrimination, bullying, harassment, sexual harassment, victimisation, vilification, domestic and family violence, platforms for raising concerns and complaint handling processes. Contact Officers will refer employees to the Company Employee Assistance Provider (EAP) where necessary.</li> </ul>  |

#### Related documents

AUR-C-HRT-STD-016 The Aurelia Way (Code of Conduct)

AUR-C-HRT-STD-007 Group Workplace Behaviour Standard

AUR-C-HRT-STD-006 Group Fair Treatment Standard

Sustainability and Risk Committee Charter

Remuneration and Nomination Committee Charter

Diversity, Equity and Inclusion Committee Charter

## REVIEW AND UPDATES TO POLICY

This Policy will be periodically reviewed to ensure that it is operating effectively and whether any changes are required to this Policy.

This Policy is adopted as at 15 October 2020 and revised and updated as per the table below.

| REVISION | DATE             | CHANGE DESCRIPTION |
|----------|------------------|--------------------|
| 1.0      | 15 October 2020  | Original Policy    |
| 2.0      | 21 June 2021     | Updated Policy     |
| 3.0      | 26 February 2024 | Updated Policy     |