



Diversity and Inclusion Policy

Purpose

As a leading Australian mining services and resource development company, Mineral Resources Limited (MRL) is committed to creating and maintaining an inclusive work environment that values diversity of thought and experience. MRL acknowledges that a diverse and inclusive workplace drives innovation, creates a culture that attracts and retains employees and contributes to better overall performance.

The purpose of this Policy is to outline MRL's commitment to creating and maintaining a diverse and inclusive work environment.

Scope

This Policy applies to all MRL Stakeholders, defined for this purpose as employees (including contractors and consultants) and Directors for all entities within the MRL Group. This Policy applies to our recruitment and employment practices, including talent and performance management processes, development opportunities, and our remuneration structure.

Our Commitment

MRL commits to:

- Foster diversity and inclusion at all levels of the organisation regardless of gender identity, nationality, marital or family status, sexual orientation, age, disability or impairment, ethnicity, cultural background, religious beliefs, political conviction, union membership, socio-economic background, perspective and experience
- Provide a work environment that celebrates difference and is free from bullying, discrimination and harassment
- Attract, develop and retain employees from the widest possible pool of talent; ensuring that employment decisions at all levels are transparent, fair, free of conscious and unconscious bias, and based on role requirements, merit, skills and qualifications
- Respect the diversity of our customers, clients and stakeholders
- Foster a culture that embraces the benefits of diverse experiences and perspectives
- Establish measurable objectives for diversity, and measure performance against these objectives
- Review progress in achieving measurable objectives for diversity and report performance in annual Sustainability Reporting and the annual Corporate Governance Statement
- Prohibit any form of retaliation, discrimination, harassment or intimidation against any person reporting, in good faith, a breach or suspected breach of this Policy.

Our Goals

MRL aims to uphold and respect diversity and inclusion as a key driver of innovation, employee attraction and retention and overall business performance.



Our Responsibility

Leaders at all levels are required to maintain compliance with this Policy as well as any associated policies, procedures and processes.

All leaders are expected to embrace and build diversity into their teams, and to demonstrate commitment to fostering a work environment where people are valued, included, and able to reach their full potential.

All MRL stakeholders have a responsibility to report suspected breaches of this Policy to their supervisor, manager or through the Mineral Resources confidential independent whistleblowing service, MinRes Integrity Assist, which provides an avenue for serious concerns to be reported. Details of this service are available at www.minresintegrity.deloitte.com.au

Related Documents

Refer to Governance Section of Mineral Resources Limited's website.

Document Name
Code of Conduct and Business Integrity
Supplier Code of Conduct
Whistleblower Policy
Whistleblower Procedure
Sustainability Policy
Human Rights Policy

Review of Policy

This policy will be reviewed, revised and re-published where necessary to ensure that it remains relevant and appropriate to MRL's activities.

A handwritten signature in black ink, appearing to read "Derek Oelofse".

Derek Oelofse
Group Financial Controller and Company Secretary
30 June 2020