

# DIVERSITY & 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.

At MRL we celebrate our differences, because they make us stronger. We know that a diverse and inclusive workplace drives innovation, attracts and retains talent, and contributes to improved overall business 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.

The Policy applies to our recruitment and employment practices, including talent and performance management processes, development opportunities and our reward 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, or life experience.
- ▶ Provide a work environment that celebrates difference and is free from bullying, discrimination, harassment, sexual harassment, and workplace violence and aggression.
- ▶ Educate and empower employees on expectations for safe and respectful behaviours at work, and take action against inappropriate behaviour.
- ▶ Establish safe and effective avenues for employees and other stakeholders to raise concerns, for concerns to be addressed, and encouragement for bystanders to speak up
- ▶ Provide opportunities for flexible work practices, parental leave entitlements and family and domestic violence leave.
- ▶ Design our work spaces and practices with a focus on inclusivity, ensuring all of our people feel welcomed and valued.
- ▶ Attract, develop and retain employees from the widest possible pool of talent; ensuring employment decisions at all levels are transparent, fair, free of conscious and unconscious bias, and based on role requirements, merit, skills and qualifications.
- ▶ Implement programs to attract and develop a skilled and diverse workforce, including providing opportunities for the development and advancement of diverse talent.
- ▶ 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 in the annual Corporate Governance Statement.
- ▶ Prohibit any form of retaliation, victimisation, discrimination, harassment or intimidation against any person reporting in good faith, a breach or suspected breach of this Policy.

## OUR GOALS

- ▶ Recruit from a diverse talent pool and achieve diversity at all levels of our business.
- ▶ Create and maintain an inclusive culture allowing all employees to bring their authentic selves to work.
- ▶ Retain and develop diverse leadership talent.
- ▶ Harness the diverse skills, experiences and perspective of our people to make better decisions.
- ▶ Celebrate and see opportunity in our differences.

## 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 breach of this Policy to their manager or supervisor, Human Resources representative, trained contact officer, or through the Mineral Resources confidential independent whistleblowing service, MinRes Integrity Assist, which provides an avenue for concerns to be reported.

Details of this service are available at [www.minresintegrity.deloitte.com.au](http://www.minresintegrity.deloitte.com.au).

## RELATED DOCUMENTS

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Code of Conduct & Business Integrity

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Supplier Code of Conduct

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Discrimination, Harassment and Bullying Procedure

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Whistleblower Policy

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Whistleblower Procedure

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Sustainability Policy

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Human Rights Policy

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## 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.



Chris Ellison  
**Managing Director**  
20 September 2021