

# **GENDERED**VIOLENCE

## **POSITION STATEMENT**

Mineral Resources Limited (MinRes) is committed to creating an environment where employees can enjoy rewarding and fulfilling professional working relationships, differences are celebrated, and where the workplace is free from inappropriate behaviour including bullying, discrimination, harassment, sexual harassment, sexual assault and workplace violence and aggression.

### **DEFINITION**

Gendered violence is any behaviour, including sexual harassment and sexual assault, that is directed at any person, or that affects a person, because of their sex, gender or sexual orientation, or because they do not adhere to socially prescribed gender roles, that creates a risk to health and safety. Gendered violence is considered a workplace psychosocial hazard due to the risk of harm to psychological and physical health.

### **ACKNOWLEDGEMENT**

Gendered violence is preventable. It is a result of the unequal distribution of resources and power between men and women and an adherence to inflexible, culturally prescribed gender norms and stereotypes.

MinRes acknowledges the underrepresentation of women and people of diverse genders in the mining and resources sector and the power imbalances this creates in the workplace. These conditions can make women and people of diverse genders more vulnerable to gender-based discrimination, harassment and violence.

### **PRINCIPLES**

- ▶ Create a safe and respectful environment which supports people of any gender to fully participate at work.
- ▶ Deliver effective support and assistance to employees experiencing family and domestic violence
- ▶ Assist employees using family and domestic violence to engage specialist support to address violent and abusive behaviors.
- ▶ Leverage the critical role of the workplace in raising awareness, challenging sexist and other discriminatory attitudes and behaviour, reinforcing respect, safety to speak up and modelling respectful and healthy relationships.
- ▶ Take a victim-centric and trauma informed approach to disclosures and complaints.
- ▶ Utilise a multifaceted and holistic approach to providing support and education for our people and those within the communities where we operate.
- ▶ Acknowledge that a range of other factors intersect with gender to increase risk of gendered violence for some groups, including Aboriginal and Torres Strait Islander people, people with a disability, people with a mental illness, people from culturally and linguistically diverse backgrounds and LGBTIQ+ people.

### **PREVENTION AND SUPPORT**

Our leadership team is united in the view that disrespect, sexual harassment, sexual assault, violence and bullying are completely unacceptable and have no place in any setting, including workplaces.

Our values of Agile, Family and Achieve underpin our expectation that every MinRes employee upholds safe, respectful and inclusive behaviours every day. We expect and empower our people to show up, stand up and speak up when they witness or experience disrespect or inappropriate behaviours.



At MinRes we support our people through a multifaceted and holistic approach. Employees impacted by gendered violence have access to Mental Health First Aiders, our Employee Assistance Program, in-house psychologist, mental health and wellbeing initiatives and domestic and family violence leave.

We are committed to continuously improving safety on our sites through training, awareness promotion, audits and risk assessments, and employee surveys and feedback aimed at understanding employee experiences of safety, equity and respect at work.

We pursue community partnerships and corporate giving for organisations that provide support and assistance to prevent and respond to gendered violence. We utilise external partnerships and industry associations to promote industry and sector collaboration, advisory and best practice.

## COMPLAINTS HANDLING

MinRes adopts a victim-centric and trauma informed complaints handling approach. To support employees, we provide multiple complaint-making options (both internal and external). External reports can be made anonymously. Employees are encouraged to utilise whichever reporting method they feel most comfortable with in the circumstances. MinRes has a diverse network of trained internal Mental Health First Aiders to give our people more options to reach out for conversations, advice or complaints. Employees can report through our internal Speak up mailbox ([speakup@mrl.com.au](mailto:speakup@mrl.com.au)), confidential whistleblower service, MinRes Integrity Assist.

All reasonable steps will be taken to ensure any whistleblower is not subject to any form of victimisation or prejudice as a result of lodging a report.

MinRes does not use non-disclosure agreements to silence employees who report any form of workplace discrimination, harassment, bullying or violence in the course of their employment, unless requested by the complainant.

## REPORTING AND MONITORING

MinRes recognises the importance of monitoring gendered violence. In the event of an incident, a de-identified report is provided to the Board, which discloses the nature of the incident or complaint and outlines the actions and resolutions.

MinRes reports publicly on our progress and performance in support of the United Nations Sustainable Development Goals (SDG) on an annual basis in our Sustainability Report. This is inclusive of our commitment to SDG Goal 5 in support of ending violence against women and advancing gender equality.

## REVIEW

This position statement will be periodically reviewed, revised and republished where necessary to ensure that it remains relevant and appropriate to MinRes' activities.



Derek Oelofse  
**Group Financial Controller and Company Secretary**  
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