

HAVILAH RESOURCES LIMITED

ABN 39 077 435 520

DIVERSITY POLICY

The Company is committed to fostering, cultivating and preserving a workplace culture that promotes the engagement of diverse, qualified, capable and motivated people at all levels of the organisation in order to deliver enhanced corporate performance, reputation and shareholder value for the Company.

The Company promotes an environment where staff can enjoy good working relationships with each other across all levels of the organisation that is free of discrimination and embraces individual differences, life experiences, knowledge, inventiveness, innovation and self-expression.

This policy applies to all Board Directors, Key Management Personnel and employees at any of the Company's locations.

OBJECTIVES

- To recruit and retain people at every level of the organisation on the basis of their merit, ability and performance, embracing factors such as age, cultural beliefs, ethnicity, religious background, gender, nationality, physical ability, race and any other characteristics that make people unique.
- Never to accept any type of bullying, discrimination, harassment, victimisation or vilification anywhere in the Company. Any employee found to have exhibited any inappropriate conduct or behaviour against others may be subject to disciplinary action.
- To encourage and ensure respectful communication and cooperation between all employees across every level of the organisation.
- While maintaining a merit based culture for all employees across the organisation, where possible we will endeavor to promote greater gender diversification in our operations and management.
- To support employees in their professional development, work-life balance, and promotion within the organization to the extent possible as dictated by their employment contracts and work responsibilities.
- To regularly review pay equity to address any anomalies and any gender gaps.
- To support Company and employee contributions to the communities in which the Company operates

RESPONSIBILITIES

The Company's Board is ultimately responsible for diversity and will endeavor to engender a culture of diversity throughout the Company to be assisted by management.

POLICY REVIEW

This Policy will be reviewed periodically by the Board to satisfy itself that it remains sound and consistent with the Board's objectives and responsibilities.