



Diversity Policy

Aeris Resources Limited

As at 1 May 2011

DIVERSITY POLICY

Aeris Resources Limited and its subsidiaries are committed to being an inclusive workplace that values and promotes diversity. For us, diversity encompasses not only gender but also race, ethnicity, age, physical abilities and religious beliefs.

1 Approach

Aeris' approach to improving diversity within the Company will be based on the following diversity activities:

- facilitating and promoting a culture of diversity and removing barriers to achieving a diverse workforce
- reviewing and developing our recruitment and selection process at all levels to reflect our commitment to diversity, always ensuring that decisions are based on merit alone
- providing training programmes and opportunities for development
- rewarding and remunerating fairly
- ensuring we have flexible work practices in place which recognise that employees may have different domestic responsibilities throughout their career
- maintaining policies and procedures to provide employees at all levels of the Company with guidelines for behaviour.

2 Behaviours

Our commitment to diversity forms part of our culture dedicated to the appointment of the best qualified employees, management and Board. Our commitment applies in all phases of employee engagement including recruitment, selection, development, promotion, rewards and remuneration.

We seek to create a work environment where people are free to achieve their best, without encountering prejudice regarding their gender, ethnicity, age, disability, religion, sexual orientation or cultural differences. Aeris will not tolerate any form of unlawful discrimination, harassment or victimisation of an employee.

We acknowledge the need for people to combine and balance their career and family obligations, and recognise the importance of caring for family members. Aeris will explore innovative flexible work options to enable our people to balance family and work, and in particular, to support the care of children.

3 Corporate Governance

The Board will oversee strategies to address Board diversity, including succession planning to maintain an appropriate mix of skills, experience, expertise and diversity on the Board. When reviewing the Company's performance the Board will give specific consideration to its gender diversity objectives. The Board will:

- regularly review the proportion of women at all levels of the Company
- oversee the Aeris' Diversity Policy, including the setting and achievement of annual measurable objectives for achieving gender diversity
- on an annual basis report on these outcomes to shareholders.

The Board will establish specific diversity initiatives and targets in its annual report with the aim of progressing towards achieving them. These key targets will include:

- proportion of women on the Board of Aeris
- proportion of women in the overall workplace
- proportion of women in senior management
- average fixed remuneration, grouped according to gender
- parental leave return rates
- employee turnover, grouped by gender
- review of effectiveness of the policy on an annual basis.