



# **Diversity Policy**

**Aeris Resources Limited**

**As at 29 August 2019**

## 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.

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.

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' approach to enhancing diversity within the Company will be based on the following initiatives:

- Facilitating and promoting a culture of diversity and removing barriers to achieving a diverse workforce
- Electing not to set measurable objectives regarding gender diversity, however endeavouring to maintain existing participation levels of diversity, including female employees
- Ensuring our recruitment, selection and promotion process reflects our commitment to diversity and selection decisions are based solely on merit
- Ensuring our performance assessment processes support diversity through recognising differences, removing biases and providing support to build capabilities
- providing training programmes and opportunities for development to employees based on merit
- Rewarding and remunerating equitably and undertaking an annual gap analysis of remuneration to identify any diversity/gender bias
- Ensure succession planning and talent identification processes facilitate diversity
- Ensuring we have flexible work practices in place which recognise that employees may have different domestic/caring responsibilities throughout their career
- Maintaining policies and procedures to provide employees at all levels of the Company with guidelines for behaviour
- Consulting with employees on gender and other diversity initiatives
- Implementing reporting and performance targets in relation to workplace diversity
- Analyse reasons for employees leaving the company to identify any prejudice.

The Company will oversee strategies to address diversity to maintain an appropriate mix of skills, experience, expertise and diversity. When reviewing our performance we will give specific consideration to its gender diversity objectives.