



# **Diversity and Inclusiveness Statement**

**Aeris Resources Limited**

**As at 18 March 2022**

## Aeris Resources Diversity and Inclusiveness Statement

At Aeris Resources our core values and culture actively support diversity and inclusiveness within our workforce. By doing so, our team members are able to succeed and achieve their personal best, working within an engaged, committed and productive workforce.

At Aeris Resources we have two very important assets - people and rocks. We work hard to ensure our employees feel safe, secure, seen and heard because we know people are fundamental to our success. By embracing our diverse and inclusive workforce, we build a prosperous and sustainable company with enhanced creativity, innovation and collaboration.

At Aeris Resources we trust and respect each other and celebrate and value each other's differences. We foster a workplace of respect. Not because it's the law, because it's the right thing to do. We seek to understand and connect with each other. Our policies and procedures are aligned with upholding a workplace of respect, and when inappropriate behaviours surface that deviate from our desired culture, we take action.

At Aeris Resources we embrace equal opportunities across all aspects of the employment lifecycle and we are proud to support:

- Expansive, diverse, and respectful talent attraction strategies
- Specific policies and procedures that support and promote a fair workplace of respect
- Varied training and development opportunities supporting diversity and inclusiveness
- Inclusive internal talent and succession initiatives
- Flexible workplace policies and procedures that allow team members to balance their work and personal commitments
- Proactive connection with our wider stakeholder groups including the local communities in which we live and work

At Aeris Resources we know that diversity and inclusiveness drive better business decisions, increase knowledge sharing and productivity, strengthen employee engagement, and most importantly, celebrate our team members uniqueness.



**Andre Labuschagne**  
**Executive Chairman**

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