



Valuing Diversity Policy

Policy Number: P8.5

Introduction

Metro Mining recognizes and values the differences between individuals and their contribution to our success.

We are committed to developing an inclusive culture that embraces both demographic diversity and diversity of thought. We believe that an inclusive and diverse workforce creates value for all our communities, driving engagement, collaboration, innovation and business resilience and growth.

Metro Mining encourages participation and inclusion, free of all forms of inappropriate workplace behaviours. We are committed to supporting our team to ensure equal opportunity in employment and engagement is respected and encouraged.

Responsibility

Valuing diversity is everyone’s responsibility.

It is Metro Mining’s responsibility to:

- » Take all reasonable steps to prevent inappropriate behaviours from occurring.
- » Respect people’s rights and the needs of individuals.
- » Provide formal avenues of complaint, ensuring that complaints are addressed confidentially, quickly, fairly and without bias. Please refer to the Open Door Standard.

It is the responsibility of all Directors and Managers to:

- » Model appropriate workplace behaviours.
- » Ensure the performance of the Company in meeting diversity objectives.
- » Monitor the workplace for inappropriate behaviour and to take appropriate action quickly, ensuring a workplace free of all forms of harassment and discrimination.
- » Address all grievances and complaints seriously and confidentially in accordance with the agreed policy and with other relevant directives.

It is the responsibility of all employees, contractors, business partners to:

- » Treat others with respect and dignity, valuing individual differences;
- » Avoid behaviour that may constitute workplace bullying, harassment or discrimination;
- » Comply with Metro Mining policies and the relevant legislation; and
- » Report any personal incidents as outlined in this policy. Report any incidents seen in the workplace even if the behaviour is directed at another person.

It is everyone’s responsibility to implement and role model this policy.

Diversity & Inclusion

At Metro Mining diversity is about inclusion and respect. It means understanding that each individual is unique and recognizing, welcoming and managing individual differences.

These can include dimensions of race, colour, religion, sex, sexual orientation, gender identity or expression, family status, pregnancy, age, national origin or ancestry, disability status, union affiliation, political belief or other characteristics protected by law. We recognise the value of individual differences and managing them in the workplace.

Metro Mining embraces everyone irrespective of race, gender, disability or other needs. We ensure equal access and opportunities and removing discrimination and intolerance.

This Policy will be available on the Metro Mining website at <https://metromining.com.au/company/corporate-governance/>