



Valuing Diversity Policy

Policy Number: P8.6

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, 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 and respecting diversity is everyone's responsibility.

It is Metro Mining's responsibility to:

- » Take all reasonable steps to prevent and eliminate 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.

It is the responsibility of all Leaders to:

- » Role model appropriate workplace behaviours.
- » Lead and support diversity objectives.
- » Monitor the workplace for inappropriate behaviour and to take appropriate action quickly, ensuring a workplace free of all forms of harassment, bullying, discrimination and inappropriate behaviour.
- » 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 and 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, experiencing family & domestic violence, breastfeeding and intersex status, 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/>.

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