



**DRUMMOND**  
DRUMMOND GOLD LIMITED

ACN 124 562 849

**DIVERSITY POLICY**

## **Overview**

Drummond Gold Limited (the Company) recognises the benefits that can arise from encouraging diversity in its workplace. Diversity covers many areas including but not limited to engaging persons with different gender, age, ethnicity and cultural backgrounds.

This Diversity Policy has been established to outline the Company's approach to promoting and improving the diversity of its workforce whilst making selections and appointments of employees, contractors and directors in the context of a minerals exploration company.

## **Commitment to Workplace Diversity**

The Company is committed to developing diversity in its workplace to assist the Company to meet its goals and objectives by providing an environment whereby appointments, advancement and opportunities are considered on a fair and equitable basis. This policy applies to the extent practicable to employees, directors and contractors that are engaged in work related tasks.

## **Benefits of Diversity**

Drummond Gold Limited recognises the value of attracting and retaining employees, contractors and directors from diverse backgrounds, knowledge, experience and abilities. The benefits arising from embracing board and director diversity include:

- *A broader pool of employees* – accepting diversity in recruitment and advancement increases the available labour pool for selection;
- *Accessing different perspectives and ideas* – engaging persons from diverse backgrounds enables different approaches to problem solving and decision making; and
- *Improving efficiency and retention* – engaging workplace diversity will foster a culture whereby persons from different backgrounds are seen to be valued, providing motivation for increased retention and productivity.

The Company believes that the disclosure of this Diversity Policy will foster a greater understanding of its diversity objectives with its various stakeholders.

## **Selection and Appointment of Directors and Employees**

The Company is committed to promoting a corporate culture which embraces diversity when determining the composition of the Board, senior management and employees and considered during its recruitment and selection process.

Drummond Gold Limited will ensure that recruitment and selection decisions are based on the principle of merit, skills and qualifications and regardless of age, gender, nationality, cultural background or any other factor not relevant to the position. Past skills and experience in the mining and exploration industries will be a key determinant in the selection process.

## **Selection and Appointment of Directors**

During the Board appointment process, the Company will consider developing gender, age and cultural diversity as well as the necessary skills and experience required to add value to the Board.

Any director's appointment will require the Board to consider diversity in addition to leadership, technical expertise, corporate and governance experience, interpersonal communication and management skills, exploration and mining experience, reputation, qualifications, specific requirements of the Company at the time and the additional skills that can be added by the individual to the Board.

The Company will ensure the director selection process will be formal and transparent. There will be an assessment of the individual candidate's attributes including skills, experience, reputation and how the appointment will compliment the overall diversity on the Board.

The candidates will be selected from a diverse pool by means of advertising vacancies, referrals and through the engagement of a professional services firm.

### **Reporting of Measurable Objectives**

The Company is committed to workplace and gender diversity which will report against measurable objectives on an annual basis. The Company will disclose in the Annual Report each year a number of measures and assessments relating to gender diversity including:-

- reporting the set measurable objectives for reporting gender diversity and the progress towards achieving them;
- the employment balance being the proportion of women directors on the Board, in senior management and in the organisation overall;
- the establishment of work practices to allow for flexible work practices; and
- development of practices targeting gender discrimination and harassment.

### **Responsibilities**

The Board shall be responsible for establishing measurable objectives for achieving gender diversity and will annually assess both the objectives and progress in achieving them. The Board will liaise with the Company Secretary, management and employees in relation to the diversity issues including setting objectives, annual reporting and implementation of this Diversity Policy.