



## 1. Introduction

---

At Genmin Limited (**Genmin** or the **Company**), diversity refers to all characteristics that make individuals different from each other, and the inclusion of people regardless of religion or cultural background, race, ethnicity, language, gender, sexual orientation, marital or family status, disability, age, political or social affiliations, socio-economic status or any other area of potential difference. Genmin understands that the wide array of experiences and perspectives resulting from such diversity promotes innovation and business success.

The Board believes that the Company and its subsidiaries' commitment to diversity enriches our workforce with different perspectives and ideas, strengthening overall business decision making. Promoting and maintaining diversity and inclusion within our business builds creativity, productivity, responsiveness, competitiveness and creates value for Genmin's stakeholders.

The Company has therefore adopted this Diversity Policy (**Policy**) to provide guidelines in relation to its commitment to diversity.

## 2. Purpose

---

The purpose of this Policy is to confirm Genmin's commitment to equality and the treatment of all individuals with respect.

Genmin is dedicated to growing a rich company culture through a diverse workforce and positive work environment in which every employee is treated fairly, is respected, and is encouraged to contribute to business success, while being presented work opportunities to realise their full potential as individuals.

Genmin is committed to actively managing diversity to attract, retain and motivate directors, employees, consultants and contractors (**Personnel**) from the widest possible pool of available quality talent.

## 3. Scope

---

This Policy applies to all directors, officers, employees, contractors, and consultants (**Personnel**) acting on behalf of Genmin. It includes the recruitment and selection process, terms and conditions of employment including pay, promotion, work assignment, training, and any other aspect of employment.

Further, Genmin's approach to the selection of consultants and contractors is to seek to engage those which support and promote the values and goals of this Policy.

## 4. Our Commitment

---

In delivering our commitment to diversity, we will strive to:

- Attract and retain a skilled and diverse workforce that best represents the talent available in the communities in which our assets are located and our Personnel reside.
- Focus on local employment and training with priority employment from villages and towns surrounding, and with a cultural connection to the Company's projects and the associated provision of training and skills development.
- Promote and maintain a work environment that values, recognises and utilises the contributions of background, experience, and perspectives of our Personnel through improved awareness of the benefits of workplace diversity.

- Build and maintain a safe work environment by taking action against inappropriate workplace behaviour including discrimination, harassment, bullying, victimisation and vilification.
- Establish measurable objectives for achieving improvement in the diversity mix of the workforce which will be monitored and reviewed against the effectiveness of this Policy.
- Provide opportunities to develop skills and experience for career advancement, learning and development.
- Implement talent and development management approaches, with specific process steps to include and evaluate diversity against business objectives.
- Apply appropriate selection criteria based on diverse skills, experience and perspectives when recruiting new Personnel, including board members. Job specifications, advertisements, application forms and contracts will not contain any direct or inferred discrimination.
- Consider the principles of this Policy when undertaking tender processes to engage contractors or consultants, to ensure their value of diversity aligns with ours.
- Ensure that applicants and Personnel of all backgrounds are encouraged to apply for and have fair opportunity to be considered for all available roles.
- Ensure that our standards and procedures address specific barriers to groups of Personnel, by developing flexible work practices to meet the differing needs of employees.
- Comply with applicable equal opportunity and anti-discrimination legislation.
- Ensure equal pay for work of equal value.

## 5. Responsibilities

---

While the Board is ultimately responsible for the implementation and governance of this Policy, it is the responsibility of all Personnel to comply with this Policy and report violations or suspected violations.

Managers are responsible for understanding their role in promoting diversity, communicating, and implementing policies and procedures effectively and working with staff to integrate the values of diversity into employment practices.

All Personnel are responsible for understanding this Policy and incorporating it into their daily work practices.

The Board is responsible for developing measurable objectives and strategies to meet the objectives of the Diversity Policy and monitoring the progress of achieving the objectives.

## 6. Compliance

---

Consequences for not adhering to this Policy will be subject to disciplinary action, which may include termination of employment.

Any actual or suspected breach of this Policy should be immediately reported to the Managing Director/CEO and/or Company Secretary. Personnel should consult the Company Secretary if they have any concerns or queries regarding this Policy.

## 7. Review and Approval

---

The Board will review this policy at least annually, and update it as required. The Board will also review any measurable objectives it has set in accordance with this policy and its progress towards achieving them.

VERSION	DOCUMENT CATEGORY	PUBLISH DATE	STATUS	DOCUMENT OWNER	REVIEWER	APPROVER	APPROVAL DATE
1.01	Board	30/06/2022	Reviewed	<b>Leonard MATH</b> , Company Secretary	<b>Joe ARITI</b> , Managing Director	<b>Michael ARNETT</b> , Chairman	28/06/2022
<i>Signatures</i>							