

Diversity Policy

1. SUMMARY

Emmerson Resources Limited (**Company**) recognises the benefits of a diverse and talented workforce as a key component to maximising the Company's performance. Our business success is a reflection of the quality and skill of our people. We are committed to seeking out and retaining the finest talent to ensure business growth and performance.

To the extent practicable, the Company will consider the recommendations and guidance provided in the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations – 4th Edition where appropriate to the Company.

This Diversity Policy does not form part of an employee's contract of employment with the Company, nor gives rise to contractual obligations. However, to the extent that the Diversity Policy requires an employee to do or refrain from doing something and at all times subject to legal obligations, the Diversity Policy forms a direction of the Company with which an employee is expected to comply.

2. POLICY

Our guiding principles with respect to diversity are:

- Treat all people equally and fairly regardless of their culture/ethnicity, gender, language, age, sexual orientation, religion, socio-economic status, physical and mental ability, thinking styles, marital status, pregnancy, experience, and education.
- Ensure fair hiring and recruitment practices to ensure that all persons with appropriate qualifications and experience are considered equally when recruiting new staff or Directors.
- Reward excellence and promote all workers on the basis of their performance and skill.
- Provide professional development strategies and opportunities to improve the knowledge, skills and performance of all employees.
- Strive to provide a safe and pleasant working environment for our employees by complying with this Policy and reporting any breach of compliance directly to senior management or a Director of the Company.

The Diversity Policy does not impose on the Company, its directors, officers, agents or employees any obligation to engage in, or justification for engaging in, any conduct which is illegal or contrary to any anti-discrimination or equal employment opportunity legislation or laws in any State or Territory of Australia or of any foreign jurisdiction.

3. ACCOUNTABILITY AND RESPONSIBILITY

The Board is responsible for adopting and monitoring the Company's diversity policy (**Policy**).

It is the responsibility of the Chief Executive Officer (**CEO**) to ensure that all staff are aware of, and comply with, the Policy. Management, employees, contractors and consultants have responsibility for understanding and adhering to the terms of this Policy.

Breach of this Policy may result in disciplinary action which may include, depending on the severity of the breach a range of actions from counselling, reprimand or formal warning, to termination of employment.

Our commitment to diversity is led by our Board of Directors and CEO.

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Person responsible for keeping document current:		Company Secretary
Approved:	Date:	Comments:
By Board	14 March 2023	
By Board	17 March 2025	

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4. EVALUATION AND MONITORING

We recognise that discrimination should not be tolerated and are committed to tackling and eliminating such occurrences. Remuneration will be dependent on performance independent of gender or diversity of background.

The Board is responsible for developing measurable objectives and strategies to meet the objectives of the Diversity Policy (**Measurable Objectives**) and monitoring the progress of the Measurable Objectives through the monitoring, evaluation and reporting mechanisms listed below. The Board shall annually assess any Measurable Objectives (if any), and the Company's progress towards achieving them.

The Board will monitor the scope and currency of the Policy and where appropriate, may establish Measurable Objectives and additional strategies from time to time, to meet the spirit and intent of the Policy.

The Company will disclose, for each financial year:

- any Measurable Objectives set by the Board;
- progress against these Measurable Objectives; and
- either:
 - the respective proportions of men and women on the Board, in senior executive positions (including how the Company has defined "senior executive" for these purposes) and across the whole Company; or
 - if the entity is a "relevant employer" under the Workplace Gender Equality Act, the entity's most recent "Gender Equality Indicators", as defined in the Workplace Gender Equality Act.

5. POLICY REVIEW

This Policy is reviewed by the Board at least every two years.

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