



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.

2. Policy

Our guiding principles with respect to diversity are:

- a) 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.
- b) 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.
- c) Reward excellence and promote all workers on the basis of their performance and skill.
- d) Provide professional development strategies and opportunities to improve the knowledge, skills and performance of all employees.
- e) 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.

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.

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 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.

5. Policy Review

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

Document User:		Board and all Emmerson Personnel
Person responsible for keeping document current:		Company Secretary
Approved	Date	Comments
By Board	March 2021	