



Diversity Policy

Peak Minerals Limited (Previously Pure Alumina Limited)

ACN 072 692 365

Approved by the Board	22 August 2019
Last Review Date	22 October 2020
Next Review Date	October 2021

1. Introduction

- 1.1 Peak Minerals Limited (**Group**) and its subsidiaries (collectively, the **Group**) is committed to employing the best qualified and experienced team and recognises the benefits arising from employee and board diversity, including a broad pool of high quality employees, accessing different perspectives and ideas and benefiting from all available talent.
 - 1.2 Diversity includes, but is not limited to, differences that relate to gender, age, ethnicity, disability, sexual orientation and gender identity, religion, cultural background, personality, marital and family status, carer responsibilities and location.
 - 1.3 Employee means a person who is an employee, officer, or director of the Group.
 - 1.4 The Group currently employs a small team and so to the extent practicable, the Group will address the recommendations and guidance provided in the ASX *Corporate Governance Council's Corporate Governance Principles and Recommendations (ASX Principles)*.
 - 1.5 This Diversity Policy (Policy) sets out the Group's commitment to Diversity and inclusion in the workplace and provides a framework to achieve the Group's diversity goals.
 - 1.6 The Group recognises the strategic and personal advantages that arise from a workplace where decisions are based on merit and where all Employees are treated equally.
 - 1.7 This Policy applies to the Group's Board as a whole, and to all Employees individually.
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2. Objectives

- 2.1 The Policy provides a framework for the Group to achieve:
 - (a) a diverse and skilled workforce, with the aim of leading to continuous improvement and achievement of corporate goals;
 - (b) a workplace culture characterised by inclusive practices and behaviours;
 - (c) equal employment and career development opportunities for all staff, regardless of gender, sexual preference or cultural background; and
 - (d) a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives.(collectively, the "Objectives").
- 2.2 The Diversity Policy does not impose on the Group, 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. In particular, the Diversity Policy does not detract from the duties of the directors and officers of the Group to exercise their powers and discharge their duties in good faith in the best interests of the Group.
- 2.3 This Policy is specifically designed to assist the Group to reach its strategic goals by:
 - a) ensuring that all Employees are treated with equality and respect;
 - b) facilitating employment opportunities based on appropriate recruitment processes of considering a range of Employees and attracting, rewarding and retaining staff with a diverse range of skills and experience;
 - c) developing flexible workplace practices to recognise and meet the diverse needs of Employees;
 - d) building and maintaining a safe and open workplace;
 - e) contributing to the community by fostering a culture of acceptance and teamwork; and

- f) meeting the Group's obligations under the ASX Corporate Governance Principles and Recommendations.
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3. Responsibilities

- 3.1 The Board is responsible for the establishment and application of measurable objectives and strategies to meet the objectives of the Diversity Policy (**Measurable Objectives**). If or when measurable objectives are implemented the monitoring of the progress of measurable objectives will be through the monitoring, evaluation and reporting mechanisms listed below.
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4. Monitoring and Evaluation

- 4.1 The Board, with the assistance of the Group Secretary, will
- (a) monitor the scope and currency of this Policy;
 - (b) encourage and promote any other initiatives, policies and processes appropriate from time to time to encourage and promote Diversity;
 - (c) annually set and review the Measurable Objectives;
 - (d) annually assess the Group's progress towards achieving the Measurable Objectives; and
 - (e) ensure compliance with the ASX Corporate Governance Principles and Recommendations in respect of Diversity.
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5. Reporting

- 5.1 This Policy will be available on the Group's website.
- 5.2 The Group will disclose, for each financial year:
- (a) any measurable Objectives set by the Board (once adopted);
 - (b) progress against these measurable Objectives (once adopted); and
 - (c) either:
 - (i) the respective proportions of men and women on the Board, in senior executive positions (including how the Group has defined "senior executive" for these purposes) and across the whole Group; or
 - (ii) 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; and
 - (d) A statement as to the mix of skills and diversity which the Board is looking to achieve in membership of the Board.
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6. Amendments to this Policy

- 6.1 Any amendment to this Policy must be approved by the Board.
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7. Questions

- 7.1 All questions regarding this Policy should be directed to the Company Secretary of the Group.

8. Approved and Adopted

8.1 This Policy was approved and adopted by the Board on 22 August 2019.