
Bathurst Resources (New Zealand) Limited

CN 4382538

Diversity Policy

Policy Number 2.6

Diversity Policy

1. Introduction

- 1.1 Bathurst Resources (New Zealand) Limited (**Bathurst**) is committed to becoming a world class performer in the resources industry and recognises the benefits in the workplace in employee and Board diversity.
- 1.2 Diversity includes, but is not limited to, age, ethnicity, gender, religion, disability and cultural background.
- 1.3 The Board recognise that diversity offers a broad spectrum of benefits including:
 - (a) access to a larger pool of quality employees;
 - (b) improved employee retention;
 - (c) insight into different ideas and perspectives, fostering innovation; and
 - (d) benefiting from all available talent.
- 1.4 Bathurst will address the recommendations and guidance provided in the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations and NZX Corporate Governance Best Practice Code.
- 1.5 The Board of Directors (**Board**) is responsible for adopting and monitoring the Company's Diversity Policy.

2. Objectives

- 2.1 The Diversity Policy provides a framework for Bathurst to achieve the following **Objectives**:
 - (a) a diverse and skilled workforce, resulting in continuous improvement in company performance and the achievement of corporate goals;
 - (b) a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives;
 - (c) a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;
 - (d) a workforce that best represents the talent available in the communities in which our assets are located and our employees reside;
 - (e) improved employment and career development opportunities for women;
 - (f) an environment that encourages the development of necessary skills and experience for leadership roles;
 - (g) awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity; and
 - (h) a workplace that is free from all forms of discrimination and harassment.

3. Strategies

3.1 Strategies to help achieve the Objectives include:

- (a) facilitating a workplace culture that takes into account domestic responsibilities of employees including flexible work options and return to work policies;
- (b) mentoring programs;
- (c) facilitating training to staff who are from diverse backgrounds to enhance the retention of new employees and promotion of existing employees;
- (d) recruiting from a diverse pool of candidates for all positions, including senior management and board appointments; and
- (e) reviewing succession plans to ensure an appropriate focus on diversity.

4. Responsibilities

- 4.1 The Bathurst Board is committed to workplace diversity, with a particular focus on supporting the representation of women at a senior level of Bathurst.
- 4.2 The Remuneration and Nomination Committee is responsible for developing Measurable Objectives and strategies to meet the Objectives of the Diversity Policy (**Measurable Objectives**), including gender diversity, and monitoring the progress of the Measurable Objectives through the monitoring, evaluation, and reporting mechanisms noted below.
- 4.3 The Remuneration and Nomination Committee will conduct all Board appointment processes in a manner that promotes gender diversity, including establishing a structured approach for identifying a pool of candidates, using external experts where necessary.

5. Monitoring and Evaluation

- 5.1 Bathurst is responsible for implementing, monitoring and reporting on the Measurable Objectives as established by the Remuneration and Nomination Committee. Measurable Objectives will be included in the annual key performance indicators for the Managing Director and senior executives.
- 5.2 The Objectives of the Diversity Policy will be reviewed by the Board annually.

6. Reporting

- 6.1 The Remuneration and Nomination Committee will report to the Board annually on the progress of Measurable Objectives and achievement of overall Objectives.
- 6.2 The Board will include in the Annual Report each year any Measurable Objectives set by the board, progress against achieving Measurable Objectives and the proportion of women at three levels in the organisation (whole organisation, senior management and Board level).

6.3 Updated 4 June 2013