



# Diversity and Inclusion Policy

Mineral Resources Limited (MRL) is committed to creating and maintaining an inclusive work environment that values diversity of thought and experience. The purpose of this policy is to support and facilitate an inclusive work environment that embraces our differences and recognises the benefits that differences provide to our business and our people.

## Our Commitment

We will strive to:

- Attract, develop and retain employees from the widest possible pool of talent.
- Treat our people with dignity and respect.
- Embrace diversity and inclusion within our teams.
- Respect the diversity of our customers, clients and stakeholders.
- Foster a culture that maximises the benefits of diverse experiences and perspectives.

Our employment decisions will be transparent and fair, based on role requirements. We expect all contractors working on our sites to have policies and procedures in place which will ensure that all their employees are treated no less fairly than our own.

## Our Goals

- Being a diverse and inclusive organisation will help us to:
- Attract and retain the best talent in the market.
- Protect and enhance our license to operate by delivering on the expectations of our stakeholders.
- Drive innovation and creativity through access to a diverse range of voices and perspectives.
- Improve the connection between our people and the communities in which we live and work.
- Ensure all employees have access to equal opportunity at every stage of their employment lifecycle.
- Provide a work environment that celebrates difference and is free from bullying, discrimination and harassment.

## Our Responsibility

Leaders at all levels are required to maintain compliance with this policy as well as any associated policies, procedures and processes.

This policy applies to our recruitment and employment practices, including talent and performance management processes, development opportunities, and our remuneration structure.

All of our leaders are expected to embrace and build diversity into their teams, and to demonstrate commitment to fostering a work environment where people feel valued, included, and able to reach their potential.

We work to educate our employees and stakeholders about the benefits that diversity and inclusion bring to our business.



This policy applies to all employees and contractors, working in corporate headquarters, on our sites, at company functions, events and business travel.

All employees and contractors have a responsibility to report suspected breaches of this policy to management.

This policy will be reviewed, revised and re-published where necessary to ensure it remains relevant and appropriate to MRL's activities.

A handwritten signature in black ink, appearing to read "Chris Ellison".

Chris Ellison  
Managing Director  
21 March 2019

A handwritten signature in black ink, appearing to read "Derek Oelofse".

Derek Oelofse  
Group Financial Controller and  
Company Secretary  
21 March 2019