

## Diversity Policy

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### 1. INTRODUCTION

Kingston Resource Limited (KSN or the Company) is committed to workplace diversity at all levels and recognises the benefits arising from the recruitment, development and retention of a talented, diverse and motivated workforce from the widest pool of talent available. KSN's aim is to be an employer of choice.

Diversity within the Company means all the things that make individuals different to one another, including, but not limited to, gender, ethnicity, religion, culture, language, disability, marital or family status, sexual orientation, gender identity, socio-economic background and age. It involves a commitment to equality and treating one another with respect.

In order to have an inclusive workplace, discrimination, harassment, vilification and victimisation cannot and will not be tolerated.

### 2. APPLICABILITY

This policy applies to:

- (a) executive and non-executive directors;
- (b) senior executives;
- (c) full-time, part-time and casual employees; and
- (d) contractors, consultants and advisers,

of KSN and KSN group companies and any joint ventures under KSN's operational control.

### 3. OBJECTIVES

Consistent with the Company's statement of values, KSN encourages diversity in employment, and in the composition of its Board, as a means of ensuring the Company has an appropriate mix of skills and talent to conduct its business and achieve the Company's goals.

Specifically, the Company will provide equal opportunities in respect to employment and employment conditions to achieve:

- (a) a diverse and skilled workforce, leading to continuous improvement in Company performance and achievement of corporate goals;
- (b) a workforce that best represents the talent available in the communities in which KSN's assets are located and its employees reside;
- (c) a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives through improved awareness of the benefits of workforce diversity and successful management of diversity;
- (d) a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;

- (e) the development of necessary skills and experience for leadership roles;
- (f) improved employment and career development opportunities for women;
- (g) awareness in all staff of their rights and responsibilities with regard to fairness, equity and respect for all aspects of diversity; and
- (h) workplaces that are free from all forms of discrimination, vilification and harassment.

#### **4. STRATEGY**

KSN aims to achieve these objectives by:

- (a) the Board assessing whether to establish measurable and achievable objectives in support of gender diversity, reviewing annually whether to set such objectives having regard to the ability of the Company to achieve such objectives if set, and the practices of similar companies in the sector;
- (b) where the Board does not set measurable and achievable gender diversity objectives for a given year, providing an explanation in the Corporate Governance Statement for that year as to why objectives were not set;
- (c) recruiting and managing at all levels on the basis of merit, an individual's skills, experience and performance;
- (d) promoting a work environment that values and utilises the contributions of employees with a variety of backgrounds, experiences and perspectives through awareness of the benefits of workforce diversity and successful management of diversity;
- (e) developing recruitment and selection practices at all levels that are appropriately structured so that a diverse range of candidates are considered and guarding against any conscious or unconscious biases that may discriminate against certain candidates;
- (f) fostering an inclusive and supportive culture to enable people to develop to their full potential;
- (g) promoting diversity through actions and interactions; and
- (h) taking action to prevent and stop discrimination, bullying and harassment.

#### **5. RESPONSIBILITIES**

It is the responsibility of all directors, officers, employees, contractors and consultants to comply with the Company's Diversity Policy and report violations or suspected violations of this Diversity Policy.

The Board and Managing Director/CEO of KSN are accountable for ensuring this policy is implemented. The Board of Directors will review KSN's diversity practices regularly and will monitor progress toward the establishment and achievement of measurable gender diversity objectives.

The Board will consider setting key performance indicators when the Company's operations have developed for the Board, Managing Director/CEO and senior executives that are linked to the achievement of the discretionary objectives set by the Board.

**This policy is subject to periodic review by the Company.**