



DIVERSITY POLICY

DATE	CHANGED	APPROVED
29 January 2014	Original adoption	Board
24 January 2020	Last amendment	Board

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1. VISION

Our vision is for Hillgrove Resources to be a successful employer by providing genuine support for the development of employee diversity in the workplace.

2. OBJECTIVE

Hillgrove Resources is committed to providing an inclusive workplace and organisational culture that embraces diversity and provides support for:

- Broad based equal opportunity programs;
- Multicultural awareness and representation;
- A focus on women in management.

3. DIVERSITY EXPLAINED

The concept of employee diversity is based on individual acceptance and respect - it is the understanding that individuals are unique and different. Employee diversity recognises and values the contributions made by people of all races, ethnicity, gender, sexual orientation, socio-economic status, culture, age, physical ability and religious, political and other beliefs.

4. OUR GOALS

Hillgrove will aim to meet its employee diversity obligations by:

- Increasing the number of women being developed for and performing senior technical and non-technical roles.
- Developing attraction and retention strategies to ensure our workforce is comprised of a diverse range of talented people.
- Ensuring employees are aware and committed to their diversity obligations.
- Regular review of pay equity to address any gender gaps.
- Regular EEO audits and training for all employees.
- Establishing measureable objectives for achieving diversity.

5. THE ACHIEVEMENT OF OUR GOALS

To achieve a diverse and inclusive work environment, Hillgrove will support the following:

- Recognising the value of recruiting, selecting and promoting employees with different backgrounds, knowledge and experience.
- Providing a recruitment process that identifies candidates with the most suitable skills, experience and personal values, whilst promoting equality.

- Encouraging all employees to develop and progress their careers by taking up professional development opportunities.
- Providing opportunities for all employees to be considered for promotion and/or transfer roles prior to external applicants being considered.
- Providing remuneration and incentive strategies that apply to employees of either gender equally (e.g. benchmarking positions, not people).
- Applying the concept of positive discrimination where two applicants are deemed of equal merit (e.g. to support an increase in the involvement of women or other groups in the workforce).

6. RESPONSIBILITIES

The Chief Executive Officer / Managing Director and the Human Resources Manager will monitor and report annually to the Remuneration Committee of the Board of Directors on the progress and effectiveness of the objectives of this policy.