



**Everlast Minerals PTY LTD**  
**ACN 620 278 800**

## **Diversity Policy**

### **1. Purpose of this Policy**

Everlast Minerals PTY LTD (**Company**) is committed to actively managing diversity as a means of enhancing the Company's performance by recognising and utilising the contribution of diverse skills and talent from its directors, senior management, and employees.

Diversity involves recognising and valuing the unique contribution people can make because of their individual background and different skills, experiences, and perspectives, including persons with co-existing domestic responsibilities. Diversity may result from a range of factors including age, gender, ethnicity, cultural background, or other personal factors. The Company values the differences between its people and the contribution these differences make to the Company.

### **2. Objectives**

The Company encourages diversity to ensure the Company has an appropriate mix of qualifications, skills, and experience to conduct its business and achieve the Company's goals.

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

- (a) Structuring recruitment and selection practices to ensure that a diverse range of candidates are considered and there are no conscious or unconscious biases that might discriminate against certain types of candidates;
- (b) Provide a work environment that values and utilises the contributions of employees with diverse backgrounds, experience and perspectives through improved awareness of the benefits of workforce diversity and successful management of diversity;
- (c) Design and implement programs and processes that will assist in the development of a broader and more diverse pool of skilled and experienced employees
- (d) Ensuring the criteria for selection and appointment of new directors and senior management is transparent and considers all facets of diversity;
- (e) Ensure development and succession plans for directors and senior management include gender diversity as a relevant consideration.

The Company has not at this time implemented specific measurable objectives regarding the proportion of females to be employed within the organisation or implement requirements for a proportion of female candidates for employment and Board positions. The Board considers that the setting of quantitative gender based measurable targets is

not necessarily consistent with the merit and ability based policies currently implemented by the Company.

The Board will continue to monitor this position and will implement measurable objectives as and when they deem the Company to require them having regard to the size and nature of the Company's operations.

### 3. **Board commitment**

The Board is committed to workplace diversity. The Board to foster an environment where:

- (a) Individual differences are respected.
- (b) The ability to contribute and access employment opportunities is based on performance, skill and merit.
- (c) Inappropriate attitudes, behaviours and stereotypes are confronted and eliminated.

### 4. **Monitoring, Evaluation and Reporting**

The Board will monitor the scope and currency of this policy

The Company's Annual Report of the Company each year will set out:

- (a) Measurable objectives (if so set);
- (b) Progress against the measurable objectives (if so set); and
- (c) The proportion of female employees in the whole organisation, at senior management level and at the Board level.

### 5. **Approved and adopted**

This Policy was adopted by the Board on 15/05/2024.