

DIVERSITY POLICY



Vision

MZI Resources Ltd (**Company**) is committed to an inclusive workplace that embraces and promotes diversity and fairness.

Workplace diversity may result from a range of factors including ethnic origin, age, race, gender, cultural heritage, religion, education, physical ability, appearance, language and family responsibilities.

The Company values the unique contributions made by people with diverse backgrounds, experiences and perspectives, and believes that greater diversity of thought and experience throughout the organisation will lead to more informed decision making and ultimately better business outcomes.

The Company's policy is to recruit and manage its employees on the basis of their competence, performance and potential, regardless of the individual's background or points of diversity.

Objectives

The Company is committed to have an equitable and diverse workforce profile at all levels that achieves superior business outcomes in a workplace free from bias and unlawful discrimination.

The Company's Board will establish measurable objectives for achieving diversity in the workplace.

Those measurable objectives, and the Company's progress in achieving them, will be assessed annually by the Board and reported on in the Company's annual report.

Commitment

The Company is committed to promoting a culture of diversity in the workplace by:

- ▶ recruiting and managing on the basis of an individual's competence and performance;
- ▶ respecting the unique attributes that each individual brings to the workplace;
- ▶ fostering an inclusive and supportive culture to enable people to develop to their full potential;
- ▶ taking action to prevent and stop bullying, discrimination or harassment;
- ▶ actively monitoring recruitment, promotions and turnover to ensure no job applicant or employee is treated less favourably than others;
- ▶ regularly reporting and communicating diversity statistics;
- ▶ undertaking diversity initiatives and measuring their effectiveness; and
- ▶ providing effective, fair and constructive procedures for managing grievances in relation to all workplace issues.

Accountability

The Managing Director is accountable to the Board to ensure this policy is implemented and maintained.

The Company will implement diversity-related initiatives, and monitor and evaluate their implementation, to ensure that diversity related programs are progressing and are effective in promoting diversity in the workplace.

Policy History

Established:	October 2014
Last review:	July 2018
Next Review:	July 2019
Review frequency:	Annually
Reference:	51996