

# DIVERSITY POLICY

*Coldwater Mining & Energy LTD | Updated January 2021*

## Introduction

The Company is committed to actively managing diversity and values the differences between its people and the contribution these differences make to the Company.

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, disability, ethnicity, marital or family status, religious or cultural background and gender identity.

The purpose of this Diversity Policy is to outline the Company's commitment to diversity and set out the responsibilities of the Board, senior executives and other employees to achieve the objectives of this policy.

## Who does the Diversity Policy apply to?

All directors, officers and employees must aim to comply with this Diversity Policy. The Company will where appropriate also make consultants and contractors aware of the Company's objectives as set out in this Diversity Policy.

## Role of the Board

It is the objective of 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; and
- c) people demonstrate respect of others, and inappropriate attitudes, behaviours and stereotypes are confronted and eliminated.

## Role of Senior Executives

The Company expects senior executives to:

- a) demonstrate a commitment to diversity as outlined in this policy;
- b) foster individual career development in accordance with this policy, and make decisions on selection and promotion on the basis of performance, skill and merit;
- c) create a work environment where people demonstrate respect for others and which is free from unlawful discrimination, harassment and bullying;



**Kevin R. Lomas**  
*Managing Director & CEO*



## Role of Individuals

The Company expects each individual to:

- a) demonstrate consideration for the cultural and social differences of the people with whom they work;
- b) communicate with others politely and respectfully;
- c) act to prevent or stop unlawful discrimination, harassment and bullying in the workplace;
- d) raise any diversity concerns with the Managing Director or Chair or, as appropriate, and where a concern has been raised, engage constructively to resolve that concern; and
- e) participate in any initiatives that support the achievement of the objectives of this policy.

## Promoting Diversity

One of the six commitments that underpin the Company's purpose statement is 'Great People'. The Company encourages diversity in employment, and in the composition of its Board, as a means of ensuring the Company has Great People with an appropriate mix of skills and talent to conduct its business and achieve the Company's goals.

The promotion of gender diversity can broaden the pool for recruitment of high quality employees, enhance employee retention, foster a closer connection with and better understanding of key stakeholders, and improve corporate image and reputation.

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

- a) **Hiring:** The Board will ensure appropriate recruitment and selection practices based on diverse skills, experience and perspectives are used when hiring new staff, including Board members. Job specifications, advertisements, application forms and contracts will not contain any direct or inferred discrimination. The Board is empowered to engage professional consultants to assist in the hiring process by presenting diverse candidates to the Company for consideration.
- b) **Training:** All internal and external training opportunities will be based on merit and in light of Company and individual needs.
- c) **Flexible working practices:** The Company recognises that employees at all levels may have domestic responsibilities and will consider flexible work practices that will assist them to meet those responsibilities. The Company aims to provide opportunities for employees in extended parental leave to maintain their connection with the entity, for example, by offering the option (without any obligation) to receive all-staff communications and to attend work functions and training programs.
- d) **Career advancement:** All decisions associated with career advancement, including promotions, transfers, and other assignments, will meet the Company's needs and be determined on skill and merit.



**Kevin R. Lomas**  
Managing Director & CEO



## **Achieving Diversity Through Measurable Objectives**

The Remuneration and Nomination Committee may set measurable objectives for achieving gender diversity that are appropriate for the Company, which (if established) will be disclosed in the Company's Annual Report.

The Remuneration and Nomination Committee may also set measurable objectives in relation to other aspects of diversity that are appropriate for the Company

## **Work Environment**

To have a properly functioning diverse workplace, discrimination, harassment, vilification and victimisation cannot and will not be tolerated by the Company.

The Board and senior executives are required to ensure that the work environment is free from discrimination, harassment, vilification and victimisation and to ensure that complainants or reports of this type of behaviour are treated seriously, confidentially, and empathetically by the Company.

## **Consequences of Breach**

It is the responsibility of all directors, officers and employees to comply with paragraph 8 of this Diversity Policy and report violations or suspected violations in accordance with this Diversity Policy. Any breach of compliance with this policy is to be reported directly to the Managing Director or Chair, as appropriate. Anyone breaching this policy may be subject to disciplinary action, including termination.

## **Review of Diversity Policies**

The Board will proactively monitor Company performance in meeting the standards and policies outlined in this Policy.

This will include an annual review of this policy, any measurable objectives set by the Remuneration and Nomination Committee, and the progress towards achieving them.



**Kevin R. Lomas**  
*Managing Director & CEO*

