

DIVERSITY AND INCLUSION POLICY

Commitment

At RTL, we are committed to providing a safe, inclusive and supportive workplace for all. We employ, develop and promote based on people's strengths and we do not tolerate any form of discrimination, bullying, harassment or victimisation. Our systems, processes and practices support fair treatment.

Scope

This Policy applies to all RTL employees, third parties engaged by RTL, and visitors.

Our Objectives

The objectives and priorities of this Policy are to:

- Promote gender diversity and equality in respect of equitable opportunity, remuneration, attraction, retention and promotion.
- Value and recognise Indigenous people and culture and to create equitable opportunity for participation in employment and business supply chains.
- Invest in local employment, leadership development and succession planning to ensure the future of work is reflective of the communities in which we operate.
- Embed and progress a socially inclusive workplace through the elimination of discrimination, bias, harassment and violence in the workplace.
- Lead and advocate for a diverse and inclusive culture with a focus on leadership to set expectations, drive and be accountable for progress.

Our Actions

We must:

- Embrace the diverse contributions of our people;
- Lead by example;
- Maintain a workplace culture of inclusive practices, procedures and behaviours;
- Make decisions that are fair and free from bias;
- Provide employment opportunities based on merit;
- Not discriminate based on individual differences such as race, gender, sexual preference, marital status, age, religion, colour, national extraction, social origin, political opinion, disability, family or carer responsibilities, or pregnancy;
- Foster and leverage diversity of thought, experience and skills;
- Attract and retain a workforce that reflects the diversity of the clients and the broader communities in which we operate; and
- Respect the human rights of all our people and those we work alongside, in our supply chain and the communities in which we operate.

RTL will monitor the Policy and its objectives through key performance indicators, regular progress review and evaluation reporting.

Owen Cavanough

General Manager

April 2023

RTL Mining and Earthworks Pty Ltd

