



Equal Employment Opportunity Policy Statement

St Barbara is committed to creating and maintaining equal opportunity at its workplaces.

St Barbara will foster tolerance in the workplace by promoting diversity and inclusion. The Company will not tolerate any unlawful conduct under Equal Employment Opportunity laws within the workplace. It will promote the prevention of unlawful discrimination (based on gender, race, marital or family status, age, sexual orientation, disability, religious or political beliefs) and harassment (sexual harassment, bullying, display of offensive material and victimisation).

To achieve this, St Barbara will:

- > Ensure all Personnel including employees, contractors, consultants and visitors are educated in their individual and corporate responsibilities and rights relating to equal opportunity.
- > Ensure that all managers support this policy and are accountable for upholding these objectives within their area of responsibility.
- > Ensure that all employment and workplace practices are based on fairness and equity and are free from unlawful discrimination or harassment.
- > Investigate all complaints of unlawful discrimination or harassment.
- > Regularly review the Equal Opportunity Policy, Diversity and Inclusion Policy and the Workplace Discrimination and Harassment Guideline.

Bob Vassie
Managing Director and CEO