

DIVERSITY AND INCLUSION POLICY

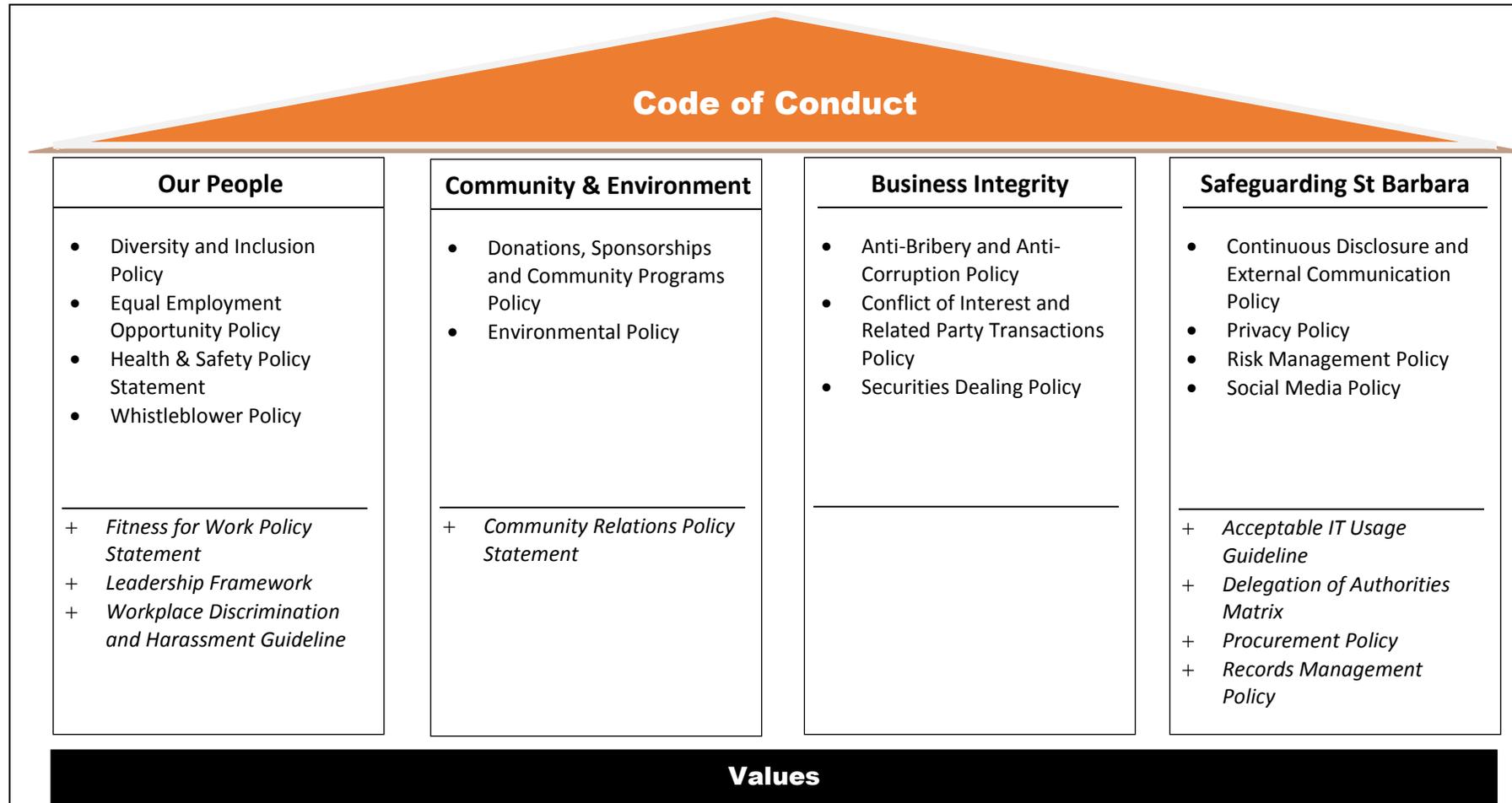
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St Barbara Code of Conduct Framework

This Policy is one component of St Barbara's Code of Conduct Framework.

At the time of publication of this Code, the Code of Conduct Framework includes the following policies and related documents:



● = Policy published on www.stbarbara.com.au

○ = Document in preparation

+ = Internal document published on ROCKi

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1. OVERVIEW

St Barbara (**The Company**) recognises that a diverse and inclusive workforce supports a high performance culture and is actively seeking to enhance the diversity of the workforce, the senior management team and Board of Directors.

The Company is an equal opportunity employer and employs on the basis of role requirements with selection based on qualifications, skills and experience.

In promoting a culture that embraces diversity and inclusion, and to illustrate this commitment, the Company has developed the Diversity and Inclusion Policy (**Policy**).

The Policy actively facilitates a more diverse and representative workforce and management structure, whilst ensuring that the best qualified and experienced people are recruited and retained according to the Company's circumstances at all times.

The Company is committed to:

- creating a workplace that promotes equal opportunity, diversity and inclusion;
- maintaining a workplace where all Personnel (including employees and contractors) are able to perform their duties free from all forms of unlawful discrimination and harassment;
- promoting an inclusive culture where fairness and equity leverages the unique skills and abilities of every employee no matter their background or beliefs including the recruitment of employees and board members from a diverse pool of qualified candidates – a climate in which respect, equity and positive recognition of differences are appreciated;
- understanding and articulating the benefits arising from diversity and inclusion;
- supporting diversity, inclusion and gender equality in relation to recruitment, retention, performance management, promotions, talent identification, succession planning and training and development ;
- identifying and addressing pay equity issues; and
- ensuring practices and procedures across the Company are carried out in accordance with this Policy.

The Company aims to be a leader in, and an advocate for, diversity and inclusion and therefore will not tolerate unlawful discrimination, harassment or victimisation in the workplace.

2. SCOPE

Although the Company recognises that the concept of diversity incorporates a number of different factors, gender and Indigenous engagement have been identified as key areas of focus.

Specifically, the Company is committed to achieving adequate representation of women across the Company, including on the Board of Directors and within senior management roles as well as representation of Indigenous people in the workforce.

The Company intends for this Policy to be read in conjunction with its Code of Conduct, Equal Employment Opportunity Policy and Workplace Discrimination and Harassment Guideline.

This Policy may be amended from time to time.

3. ROLES AND RESPONSIBILITIES

The Board is responsible for setting measurable diversity objectives and annually assessing these objectives and progress to achieving them. In setting the Diversity Objectives, the Board will consider recommendations from the Executive Leadership Team.

The Executive Leadership Team has direct accountability for the implementation of the Diversity and Inclusion Policy including initiatives that promote and support a diverse workforce in which employees feel empowered and encouraged to perform at their best.

The General Manager Human Resources is responsible for the governance of Diversity and Inclusion.

All leaders are expected to build diversity into their teams and to demonstrate, through their behaviours and actions, commitment to fostering a diverse and inclusive culture where diversity is valued and individual differences are understood, respected and valued.

All employees are responsible for contributing to a culture in which diversity is valued and individual differences are understood, respected and valued.

4. ANNUAL DISCLOSURE

The Company will disclose annually in its Corporate Governance Statement the measurable diversity objectives and the progress in achieving those objectives as set by the Board.

This will include disclosure on the proportion of women in the organisation, in senior executive roles and on the Board as well the Company's overall gender pay gap and proportion of Indigenous employees.

The Company will also include in its Corporate Governance Statement an indication of gender diversity which the Board considers desirable from time to time in Board membership.

5. POLICY PUBLICATION

This Policy or a summary of its main provisions will be made available on the Company website.

6. POLICY REVIEW

The Remuneration and Nomination Committee will review this Policy and report to the Board annually on the Company's progress towards achieving its stated diversity and gender equality objectives.