

Diversity, Equal Opportunity, Anti-Discrimination and Harassment Policy



Effective Date: 23 August 2023

Our aim is to:

- **have a diverse and inclusive organisation where people are respected, their individual contribution is valued and a safe and supportive work environment is fostered; and**
- **provide equal opportunities at our workplaces.**

Our commitment

We are committed to:

- Providing an inclusive culture and enhancing the diversity of St Barbara at all levels, including senior management and the Board;
- Demonstrating and promoting behaviours aligned to our Values and Code of Conduct; and
- Creating and maintaining equal opportunity at our workplaces.

Our approach

We will:

1. Ensure a workplace that promotes equal opportunity, diversity and inclusion.
2. Maintain a workplace where all personnel are able to perform their duties free from all forms of unlawful and unacceptable discrimination and harassment, including sexual harassment.
3. Promote an inclusive culture where fairness and equity leverage the unique skills and abilities of every person and where respect, equity and positive recognition of differences are appreciated.
4. Consider opportunities that will assist in the development of a broader and more diverse pool of skilled and experienced employees.
5. Ensure the recruitment of employees and board members is from a diverse pool of qualified candidates.
6. Support diversity, inclusion and equality in relation to recruitment, retention, performance management, remuneration, promotion, talent identification, succession planning, training and development, restructure and operational changes.
7. Support all personnel fairly in relation to family and caring responsibilities.
8. Identify and address pay equity issues.
9. Ensure practices and procedures across St Barbara are carried out in accordance with this Policy.

We will not tolerate any:

1. Unlawful conduct under Equal Opportunity laws within the workplace.
2. Form of harassment, bullying, victimisation or unlawful discrimination – based on gender, race, marital or family status, age, sexual orientation, disability, religious or political beliefs.

Our principles

We recognise the benefits of diversity and that diversity incorporates a number of different factors including diversity of thought, experience and background.

We will:

1. Ensure all St Barbara Personnel are educated in their individual and corporate responsibilities and rights relating to equal opportunity.
2. Ensure all leaders support this policy and are accountable for upholding these objectives within their area of responsibility.
3. Ensure all employment and workplace practices are based on fairness and equity and are free from unlawful discrimination or harassment.
4. Investigate all complaints of unlawful discrimination or harassment.
5. Regularly review this Policy.

Responsibilities and accountabilities

This is a Policy of St Barbara Limited (“St Barbara”) and its controlled entities (collectively, “St Barbara Group”). It applies to all directors, officers, employees, contractors, consultants and suppliers of each member of the St Barbara Group and to any other person or organisation acting for or on behalf of the St Barbara Group (“St Barbara Personnel”).

This Policy will be freely available at all times, reviewed by the Board at least biennially and updated as required. The General Manager People is responsible for ensuring that this Policy is implemented.

Policy governance

Policy Approver: Board

Policy Owner: General Manager People

Review Cycle: Biennial

Material policy revisions

Version	Approval Date	Effective Date	Details
1.0	23/08/2023	23/08/2023	Merging the Equal Opportunity, Workplace Behaviour and Diversity and Inclusion Policies into the one Policy.