

## DIVERSITY POLICY

<b>Purpose</b>	<i>Define Chesser Resources Limited’s approach to developing an inclusive, diverse and equal opportunity based workforce.</i>
<b>Scope of policy</b>	<i>All employees and Directors of Chesser Resources Limited and its subsidiaries.</i>
<b>Guiding principle</b>	<i>Chesser Resources Limited proactively encourages a culture which embraces diversity and equal opportunity throughout the Company.</i>
<b>Related policies</b>	<i>Code of Conduct</i>

### 1. Introduction

Chesser Resources Limited (Chesser) values and recognises that an inclusive, diverse and equal opportunity based workforce supports a high performance culture.

Chesser recognises respects and values individual differences such as religion, race, ethnicity, language, gender, sexual orientation, disability, and age.

Diversity includes a broad range of individual characteristics, such as leadership, communication style, career path, life experience, educational background, marital status, parental status and other variables which influence personal perspectives.

### 2. Culture of Diversity

Chesser’s Board proactively encourages a culture which embraces diversity and equal opportunity throughout the company.

Chesser is cognisant of its duty to shareholders, and accordingly applies the principles set out in this Policy in light of the type, size, and attributes of the industry and activities of the Company.

To support its objectives, the Company aims to identify programs that selectively develop and up skill its workforce, including those aimed at advancing females to senior executive positions

### 3. Diversity Principles

Chesser operates in a competitive industry, where there is a strong demand for high calibre employees and Directors.

The Board of Directors is of the view that the best way to attract such high calibre candidates is to:

- establish and select from a diverse pool of candidates, and then
- make a decision based on the merit of the candidates.

The Company seeks to optimise its employment decision by:

- actively encouraging qualified applicants from a diverse range of backgrounds to apply for vacant positions;
- creating and fostering a diverse talent pool by its employment processes; and
- ensuring that its attraction, selection, employment and promotion processes and decisions (including where appropriate the selection processes used by external recruitment consultants to short list high caliber candidates) are conducted in line with the Company's Diversity principles.

#### **4. Monitoring and Reporting**

The Board intends to monitor the Company's performance in meeting the principles outlined in this Policy. This will include an annual review of the diversity objectives set by the Board and reporting in the Company's Annual Report.

Where appropriate, the Board will consider setting key performance indicators for the Board, the CEO and Key Management Personnel that are linked to the Diversity objectives set by the Board.

#### **5. Review of Policy**

The Remuneration Committee will, with support and input from management:

- a) Review on an annual basis the following:
  - i) The effectiveness of this Policy, its objectives and the strategies outlined above
  - ii) The division of responsibilities and accountability for developing and implementing diversity initiatives across the organisation; and
- b) Report to the Board on the outcomes of its review