

DIVERSITY & INCLUSION STATEMENT

What is Diversity & Inclusion?

The Diversity Council of Australia (DCA) provides this definition:

Diversity as being the mix of people in your organisation, and inclusion as being about creating a workplace environment that enables that mix to work – for organisations and employees.

Diversity is further described by the DCA as referring to all the ways in which we differ. This includes but is not limited to; race, age, religious beliefs, gender identity or expression, disabilities, mental health or medical conditions and parenting or carer responsibilities.

Inclusion is further described as occurring when a diversity of people are respected, connected, progressing and contributing to organisational success.

Source: Diversity Council Australia, Diversity & Inclusion Definition, Sydney, Diversity Council Australia, 2017. <https://www.dca.org.au/di-planning/what-diversity-inclusion-intersectionality>



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OUR ONGOING COMMITMENT

Vertex Minerals Limited (VTX) is committed to creating a diverse and inclusive working environment which fosters opportunity for all and remains free of discrimination of any kind.

As recommended by the Australian Human Rights Commission, we aim to provide the practical support necessary to create a workplace that supports diversity and inclusion. This practical support can include but is not limited to; developing effective policies and procedures in the areas of gender equality and sexual harassment, recruitment and retention of older workers, indigenous workers and those from minority backgrounds, creating cultural diversity, flexible work arrangements for employees with family or carer responsibilities, developing opportunities for employment of people with disabilities and setting goals for gender balance and targets for women and minorities in leadership roles.

VTX endeavours to engage appropriate information and resources to create a diverse and inclusive workplace and supports the Respect@Work initiative from the Minerals Council of Australia. We support the commitment to eliminate sexual harassment in the mining industry.

Although VTX is at this stage a small company with only a handful of employees and contractors we commit to shaping our workforce with guidance from our policies and we aim to collect employee demographics as we grow, to understand what our workforce looks like in comparison to the broader Australian labour market and to identify areas of improvement, setting diversity goals and strategies as we grow.

VTX will never discriminate on any grounds including: age, ethnicity, race, gender, sexual orientation, physical or mental disability, mental health condition, relationship status, religion, or other attributes protected at law and we encourage our suppliers and contractors to conduct their business with the same ethics.

We aim to develop the best systems, policies and practices so we can provide a safe, flexible, inclusive and diverse place of work for all our employees and contractors and we do not support any form of discrimination or harassment, victimization or bullying.



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DISCRIMINATION AND HARASSMENT

VTX employees must not harass, discriminate, or support others who harass and discriminate against colleagues or members of the public on the grounds of gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, cultural background, socio-economic background, perspective or experience. Such harassment or discrimination may constitute an offence under legislation.

BREACHES OF THE CODE OF CONDUCT

Material breaches of VTX's Code of Conduct must be reported to the Board or a committee of the Board. Breaches of the Code of Conduct may lead to disciplinary action. The process for disciplinary action is outlined in VTX's policies and guidelines, relevant industrial awards and agreements. Breaches of certain sections of the Code of Conduct may also be punishable under legislation.

REPORTING MATTERS OF CONCERN

Employees are encouraged to raise any matters of concern in good faith with the head of their business unit or with the Company Secretary/Group Legal Counsel, without fear of retribution and in compliance with the Company's Whistle blower Protection Policy.

COMPLIANCE

VTX acknowledges that we have a legal responsibility not to discriminate against employees and that we must take all reasonable steps to prevent discrimination, harassment, victimisation or bullying.

We also acknowledge as outlined by the Diversity Council of Australia that:

- *Employers may also be held ‘vicariously liable’ for the actions of their partners, colleagues, employees, agents or contract workers. Employers must also ensure that people who make a complaint, or are involved in a complaint in any way, are not victimised or treated less favourably as a result. For an employer to avoid liability for workplace harassment, discrimination or other unlawful behaviour, they need to be able to demonstrate they took ‘all reasonable steps’.*
- *‘Reasonable steps’ will vary based on the size of the organisation. It may include putting in place policies and procedures to create a discrimination-free environment. It could also include procedures to deal with allegations of discrimination and harassment made by employees or customers.*

Source: Diversity Council of Australia <https://www.dca.org.au/di-planning/compliance>

Related VTX policies:

- Corporate Governance Plan, Schedule 11, Diversity Policy, 2021
- Corporate Governance Plan, Schedule 02, Corporate Code of Conduct, 2021
- Corporate Governance Plan, Schedule 12, Whistle Blower Policy, 2021
- Corporate Governance Plan, Schedule 15, Environmental, Social and Governance Policy, 2021
- Corporate Governance Plan, Schedule 16, Privacy Policy, 2021



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Sources:

Vertex Minerals Limited

Corporate Governance Plan

<https://vertexminerals.com/wp-content/uploads/2021/10/Corporate-Governance-Plan-VTX2806539.2.pdf>

Diversity Council of Australia

<https://www.dca.org.au/>

DCA - Inclusion at work Index

<https://www.dca.org.au/research/project/inclusionwork-index-2021-2022>

Australian Human Rights Commission

<https://humanrights.gov.au/our-work/employers/toolkits-guidelines-and-other-resources>

Minerals Council of Australia

<https://www.minerals.org.au/respectwork>