



HERITAGE MINERALS

DIVERSITY & INCLUSION POLICY

Heritage Minerals is committed to:

Maintaining and continually improving Heritage Minerals Environmental Management System certified to ISO 14001 Environmental Management Systems which covers Social and Governance forming Heritage Minerals Environmental, Social and Governance (ESG) system.

Including:

- **Indigenous Australians** - providing more opportunities for Aboriginal and or Torres Strait Islander peoples, organisations, communities, and customers to engage with Heritage Minerals
- **Gender Equity** - achieving a gender balanced workforce to benefit everyone
- **Belonging** - fostering an open and welcoming culture where everyone feels valued
- **Accessibility** - recognising and enabling people with all kinds of abilities
- **Pride** - championing LGBTQI+ inclusion in the workplace and beyond.

Senior management responsibilities Includes:

- All workers to bring their whole selves to work and freely contribute and commit to the best of their ability
- Apply diversity and inclusion principles to guide Heritage Minerals commitment, including demonstrating leadership and vision, considering diversity and inclusion in processes impacting Heritage Minerals team members, suppliers, customers, and community engagement
- Implement a gender balance across all levels of the organisation
- Ensure outcomes from Heritage Minerals key talent management process, including recruitment, promotion, career development, succession planning, reward and recognition are based on fairness and merit
- Monitor and implement the measurable objectives outlined in this policy
- Implement procedures and policies which address impediments to diversity in the workplace (such as providing access to paid parental leave, flexible working arrangements, learning and development opportunities), and review these to ensure that they are accessible, available, and utilised by all team members
- Access for people with disability and support for carers
- Fund these programs appropriately and monitor the effectiveness of, and continue to expand on, existing initiatives designed to identify, support, and develop talented team members from a diverse range of backgrounds
- Empower team members to grow and develop in an inclusive, safe, and flexible way
- Recognition of Aboriginal and Torres Strait Islander workers, communities, and cultures, having regard to Heritage Minerals target of two per cent of workers self-identified as Aboriginal and or Torres Strait Islanders
- Make reasonable efforts to understand reasons for resignations and apply diversity and inclusion principles as part of significant organisational changes
- Support fair remuneration and the objectives of pay equity
- Access to flexible working arrangements for all workers to be business as usual
- Continue to ensure Heritage Minerals is an equal opportunity employer

- Observe relevant laws in all jurisdictions in which Heritage Minerals operates.

Heritage Minerals complies with the requirements of the management system and continually monitoring, analysing, reviewing, and improving the effectiveness of processes through:

- Structured induction and training programs
- Auditing and assessment of the integrated management system for compliance and effectiveness
- The performance evaluation of processes against objectives, targets, and indicators from reliable data sources.

The systematic review of performance data and the identification and implementation of improvement opportunities.

Name: Peter Mellor
Position: Chief Executive Officer (CEO)
Signature: 
Date: 24/02/2026