



PLATINUM AUSTRALIA LIMITED

ACN 093 417 942

DIVERSITY POLICY

Platinum Australia Limited (the Company) is committed to workplace diversity and recognises the benefits arising from the recruitment, development and retention of a talented, diverse and motivated workforce.

We aspire that as we grow, our workforce profile will reflect as far as possible the diversity in the communities in which we work, including:

- Age
- Race
- Ethnicity
- Geographical location
- Religion
- Cultural background, and
- Gender

This Diversity Policy provides a framework to achieve:

- a diverse and skilled workforce, leading to continuous improvement in Company performance and achievement of corporate goals;
- a workforce that best represents the talent available in the communities in which the Company's assets are located and its employees reside;
- a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives through improved awareness of the benefits of workforce diversity and successful management of diversity;
- a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;
- an environment that encourages the development of necessary skills and experience for leadership roles;
- improved employment and career development opportunities for women;
- awareness in all staff of their rights and responsibilities with regard to fairness, equity and respect for all aspects of diversity; and

- workplaces that are free from all forms of discrimination and harassment.

Platinum Australia Limited aims to achieve these objectives by:

- recruiting and managing on the basis of an individual's competence and performance;
- promoting a work environment that values and utilises the contributions of employees with a variety of backgrounds, experiences and perspectives through awareness of the benefits of workforce diversity and successful management of diversity;
- fostering an inclusive and supportive culture to enable people to develop to their full potential;
- promoting diversity through actions and interactions; and
- taking action to prevent and stop discrimination, bullying and harassment.

The Board and Managing Director of Platinum Australia Limited are accountable for ensuring this policy is implemented. This policy will be reviewed regularly and updated as required.