



**REX MINERALS LTD**

**ACN 124 960 523**

# **GENDER, DIVERSITY AND INCLUSION (GDI) POLICY**

**Document No: COR POL 211**



## GENDER, DIVERSITY AND INCLUSION (GDI) POLICY

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At Rex Minerals, we respect and foster diversity of people and perspectives for the benefit of our business. This means we value people of different gender identity, race, ethnicity, age, sexual orientation, physical or mental ability, religion, political opinion, industry affiliation and family situation ('gender, diversity and inclusion').

We value gender, diversity and inclusion because:

- it means our people can contribute fully and realise their optimal potential
- we create an attractive workplace and in doing so, have access to the biggest pool of brightest talent
- our business decisions are better, made on the basis of varied perspectives expressed in a respectful and embracing environment.

Our recruitment, development and promotion processes look to optimise people's strengths. They aim to remove bias and support fair and equal treatment for everyone in which decisions are made on merit. We don't tolerate discrimination, harassment or bullying, victimisation, or exclusionary practices.

Our commitment to gender, diversity and inclusion involves<sup>1</sup>:

- leadership behaviour that demonstrates what we stand for
- flexible working arrangements that support different situations
- support of our people to recognise and call out bias and to act against it
- regular review of our practices to ensure we are inclusive and fair
- encouraging our contractors, suppliers, and other partners to also support our commitment to gender, diversity and inclusion.

Achieving our Gender, Diversity and Inclusion Policy is the responsibility of all our people.

This policy was approved by the Rex Minerals Board on 23 July 2021.

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<sup>1</sup> This is in consideration of local laws in the jurisdictions in which Rex operates.