

# stanmorecoal

## DIVERSITY POLICY

### PURPOSE

Diversity at Stanmore Coal Limited (“**Stanmore**” or the “**Company**”) is about our commitment to equality and accepting, valuing and respecting each person’s differences.

Stanmore is dedicated to growing a diverse workforce and work environment in which every employee is treated fairly, respected and has the opportunity to contribute to business success, while being given the opportunities to realise their full potential as individuals.

This policy applies to all Stanmore employees, including contractors and consultants acting on the company’s behalf and includes the recruitment and selection process, terms and conditions of employment including pay, promotion, work assignment, training and any other aspect of employment.

### POLICY

When promoting and managing diversity Stanmore will:

- Attract and retain a skilled and diverse workforce that best represents the talent available in the communities in which our assets are located and our employees reside.
- Promote and maintain a work environment that values and utilises the contributions of employees with diverse backgrounds, experience and perspectives.
- Build and maintain a safe working environment by taking action against inappropriate workplace behaviour including discrimination, harassment, bullying, victimisation and vilification.
- Build a workforce that is provided with opportunities to develop skills and experience for career advancement, learning and development.
- Ensure appropriate selection criteria based on diverse skills, experience and perspectives is used when hiring new staff, including Board members. Job specifications, advertisements, application forms and contracts will not contain any direct or inferred discrimination.
- Ensure that our standards and procedures address specific barriers to groups of employees, by developing flexible work practices to meet the differing needs of employees.
- Comply with equal opportunity and anti-discrimination legislation.

### RESPONSIBILITIES AND COMPLIANCE

It is the responsibility of all directors, officers and employees to comply with the Company’s Diversity Policy and report violations or suspected violations in accordance with this Diversity Policy. Everyone working at Stanmore is responsible for understanding this policy and incorporating it into their daily work practices.

### TRAINING

Awareness of this policy will form part of the Induction at the time of employment commencing and appropriate resources, training and support will be provided by the Company.



Dan Clifford  
**Managing Director**  
**STANMORE COAL LIMITED**

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