



DIVERSITY POLICY

PURPOSE

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

Stanmore Coal 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.

Stanmore Coal is committed to inclusion at all levels of the Company regardless of gender, marital or family status, sexual orientation, age, disability, ethnicity, religious beliefs or cultural background.

POLICY

When promoting and managing diversity Stanmore Coal 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 that recruitment and selection practices (at all levels from the Board downwards) are fair and that all candidates are considered on the basis of their skills, qualifications and abilities. Job specifications, advertisements, application forms and contracts will not contain any conscious or unconscious biases that may discriminate against certain candidates.
- Encourage and support the application of flexibility into work practices across the Company, to meet the differing needs of employees.

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 Coal 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.

This policy will be periodically reviewed to ensure that it is operating effectively and whether any changes are required to this policy.

A handwritten signature in black ink that reads "Dan Clifford".

Dan Clifford
Managing Director
STANMORE COAL LIMITED
20 August 2019