

DIVERSITY & INCLUSION

Policy Statement



SheffieldResources

February 2019

Sheffield Resources Limited and its subsidiary companies ('Sheffield') is committed to creating a diverse and inclusive workplace which is representative of the communities in which we operate.

We have a particular focus on Aboriginal employment, training, development and opportunity in the Kimberley region and aim to achieve the following:

- A minimum 40% representation of Aboriginal employees in Year 8 of Thunderbird operations; and
- The establishment of an Aboriginal Training Fund and strategy to enhance the capabilities of the Aboriginal workforce to support achievement of the above goal.

Policy Statement

Sheffield Resources will:

- Treat all employees, prospective employees, contractors, suppliers and stakeholders fairly regardless of and not limited to, their culture/ethnicity, gender, age, sexual orientation, religious beliefs and disabilities;
- Commit to a discrimination free workplace other than as required in pursuit of our commitments to achieving a workplace which is representative of the communities in which we operate;
- Build and maintain a safe work environment with a zero tolerance for harassment, bullying, victimisation and racial vilification; and
- Promote a work environment that values and utilises the contributions of employees with diverse backgrounds and perspectives and develop an inclusive culture by providing work arrangements and development opportunities that help to meet the needs of a diverse workforce.

Responsibilities

The policy applies to all Employees (including employees, contractors and visitors as applicable) of Sheffield who are expected to comply with its content and contribute towards a diverse and inclusive workplace.

Contracting partners must also demonstrate their commitment to Aboriginal employment and procurement in the Kimberley region.

The Sheffield Board along with the Executive and Management team is responsible for devising and implementing strategies to achieve the Company's diversity and inclusion goals. This includes:

- Development, review and reporting to the Board on approved annual measurable diversity objectives;
- Ensuring compliance with the ASX Corporate Governance Principles and Recommendations on diversity.


Bruce McFadzean
Managing Director

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