

## **DIVERSITY POLICY**

### **EPHRAIM RESOURCES LIMITED ("COMPANY")**

#### **INTRODUCTION**

Ephraim Resources Limited ("The Company") is committed to providing an inclusive workplace and organisation culture that embraces diversity and supports equal opportunity and multicultural awareness.

The Company's purpose in establishing this Diversity Policy is to document the principles and commitment in relation to diversity upon which the Company forms and implements its recruitment and retention strategies for Board, management and workforce roles.

The Company has established this Diversity Policy in accordance with the ASX Corporate Governance Principles and Recommendations.

#### **SCOPE**

This Policy applies to all recruitment and retention activity of the Company.

#### **PRINCIPLES**

The Company recognises the important contribution that people of diverse backgrounds, experience, age and cultural association can make to the Company.

#### **COMMITMENT**

In adopting this Policy the Company is committing to:

1. Providing opportunities for people from diverse cultural and social backgrounds, where appropriate, to participate in the Company's growth at all levels of the business,
2. Hiring processes that ensure recruitment and selection decisions are based on the principle of merit and apply the applicant's skills and qualifications, regardless of their age, gender, nationality, cultural background or any other factor not relevant to the position in question,
3. Adopt as policy of the Company a commitment to the ASX Principles regarding diversity,
4. Monitor the performance of the Company in achieving the objectives of this Policy.

#### **IMPLEMENTATION AND COMMUNICATION**

The Board of Directors are responsible for the implementation and review of this Policy and monitoring performance of this Policy. Reporting and accountability in the terms of this Policy will be assessed annually by the Board.

External communication in relation to this Policy will primarily be undertaken through the Company's annual report.

This Policy (or a summary) will be published on the Company's external website under Corporate Governance.

## **REVIEW**

This Policy is reviewed at least annually for the purposes of reviewing the appropriateness and general relevance and accuracy.

## **OVERRIDING CAVEAT**

Nothing in this Policy shall be taken, interpreted or construed so as to endorse:

- (a) the principal criteria for selection and promotion of people to work within the Company being other than their overall relative prospect of adding value to the Company and enhancing the probability of achievement of the Company's objectives;
- (b) any discriminatory behavior by or within the Company contrary to the law, or any applicable codes of conduct or behavior for the Company and its Personnel;
- (c) any existing person within the Company in any way feeling threatened or prejudiced by this Policy in their career development or otherwise, merely because their Diversity attributes at any time may be more, rather than less, common with others.