



DIVERSITY POLICY

Scope and Purpose

This Diversity Policy is designed to support Metminco's commitment to diversity and to compliance generally with the ASX Corporate Governance Principles and Recommendations.

Aim of the policy

Metminco recognises the benefits of employing a diverse range of people based on merit, qualifications, experience, skills, knowledge and potential.

Metminco at all times strives to value and recognise each individual employee's contribution regardless of gender, ethnicity, colour, age, race, religious belief, sexual orientation, marital status, disability, trade union activity or any other legally protected status.

Metminco is committed to maintaining:

- A talented and diverse workforce;
- A workplace free of harassment, bullying and unfair or unlawful discriminatory practices and behaviour;
- An environment where all employees can demonstrate their abilities, aptitude and knowledge to develop their potential and advance within the Company; and
- A clear and transparent governance process for recruitment, recognition and remuneration based on expertise, experience, merit and performance, and not gender, race, ethnicity, age, physical ability or cultural factors.

Diversity in the Workplace

Workplace diversity refers to the variety of differences between people in an organisation. Diversity encompasses a range of matters, including, but not limited to, differences in gender, race, ethnicity, age, disability and cultural background. Metminco believes that embracing diversity in its work force contributes to the achievement of its corporate objectives and enhances its reputation as an employer of choice.

Diversity in the workplace enables Metminco and its controlled entities to:

- Recruit the right people from a diverse pool of talented candidates;
- Retain and develop an appropriate skills base within Metminco;
- Make more informed and innovative decisions, drawing on the wide range of ideas, experiences, approaches and perspectives that employees from diverse backgrounds, and with differing skill sets, bring to their roles in Metminco.



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Commitment to Diversity

Metminco is committed to achieving the goals of:

- Providing access to equal opportunities at work based primarily on merit;
- Attracting and retaining a management team with a diverse mix of skills, experience and expertise; and
- Fostering a corporate culture that embraces and values diversity and uses diversity to deliver business outcomes.

Metminco is an equal opportunity employer and welcomes people from a diverse range of backgrounds.

Board Selection Process

The Board has established a Nomination and Remuneration Committee, which is responsible for (among other things) ensuring that processes to assess the necessary and desirable competencies of Board members, including experience, expertise, skills and performance of the Board and its committees, are implemented.

The Nominations and Remuneration Committee's responsibilities are set out in the Nomination and Remuneration Committee Charter.

As part of that process, the Nominations and Remuneration Committee undertakes the following tasks, among others:

- Establishing and evaluating the necessary and desirable competencies of the Board (maintains a matrix of the skill sets of current Board members);
- Assessing the performance standards of the Board to facilitate the directors fulfilling their responsibilities in a manner that serves the interests of shareholders;
- Assisting in identifying, interviewing and recruiting candidates for the Board as vacancies occur from time to time;
- Overseeing Board succession, including succession planning to maintain an appropriate mix of skills, experience, expertise and diversity on the Board; and
- Determining and applying remuneration policies designed to retain the appropriate persons, based on expertise, experience, merit and performance, and not gender, race, ethnicity, age, physical ability or cultural factors, as senior managers and employees of Metminco.



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Responsibilities

Every employee within Metminco is responsible for supporting and maintaining Metminco's corporate culture, including its commitment to diversity and equal opportunity in the workplace.

Metminco expects everyone to take their obligations seriously and conduct themselves in an appropriate, respectful manner in accordance with the Company's values.

The Metminco Board and management team are responsible for developing policy and monitoring diversity and equal opportunity in the workforce by:

- Ensuring that the Company has attraction, recruitment and selection arrangements that encourage applicants and employees of all backgrounds to apply;
- Offering all employees the opportunity to achieve their potential;
- Promoting tolerance of change and increasing employee morale through building a culture of respect and inclusion; and
- Ensuring Metminco's policies and procedures uphold equal opportunity and discrimination legislation.

Management of the Policy

The Board with the assistance of the Company Secretary, is responsible for:

- Developing and promulgating policies, procedures and guidelines regarding diversity and equal opportunity;
- Monitoring outcomes and reporting on diversity objectives; and
- Development and maintenance of a clear and transparent governance process to support diversity and equal opportunity.