

## Diversity and Inclusion Policy

Approved by the Board with effect from 11 February 2022

### 1. Introduction

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- 1.1 Solstice Minerals Limited (the **Company**) is committed to workplace diversity and inclusion at all levels of the Company and its controlled entities regardless of gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, political beliefs, religious beliefs, cultural background, socio-economic background, perspective and experience, or any other area of potential difference.
- 1.2 This Diversity and Inclusion Policy is consistent with the Company's core value of "Respect", as identified in the Company's Statement of Vision, Mission and Values.
- 1.3 The Company recognises the benefits arising from its commitment to diversity and inclusion, including attracting, retaining and motivating a diverse pool of high quality employees, accessing different perspectives and ideas and benefiting from all available talent.
- 1.4 In order to have an inclusive workplace, the Company celebrates difference and does not tolerate discrimination, bullying, harassment, vilification or victimisation in any context.
- 1.5 This Diversity and Inclusion Policy does not form part of an employee's contract of employment with the Company, nor give rise to contractual obligations. However, to the extent that the Diversity and Inclusion Policy requires an employee to do or refrain from doing something and at all times subject to legal obligations, the Diversity and Inclusion Policy forms a direction given by the Company with which an employee is expected to comply.

### 2. Objectives

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- 2.1 This Diversity and Inclusion Policy provides a framework for the Company to achieve:
- (a) a diverse and skilled workforce, leading to continuous improvement in service delivery and achievement of corporate goals;
  - (b) a workplace culture characterised by inclusive practices and behaviours for the benefit of all employees;
  - (c) improved career development equally for all employees, irrespective of the matters noted in section 1.1 of this Charter;
  - (d) a workplace environment that values and utilises the contributions of all employees through improved awareness of the benefits of workforce diversity and successful management of diversity; and

- (e) an awareness in all employees of their rights and responsibilities with regards to fairness, equality and respect in all aspects of diversity and inclusion,

(collectively, the **Objectives**).

- 2.2 Supporting workplace diversity and inclusion is the responsibility of everyone engaged in activities under the Company's control, including the Board, employees, agents, contractors and suppliers. However, this Diversity and Inclusion Policy does not impose any obligation to engage in, or justification for engaging in, any conduct which is illegal or contrary to any anti-discrimination, equal employment opportunity or similar laws anywhere in the world.

### 3. Responsibilities

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#### 3.1 The Board's commitment

- (a) The Board is committed to workplace diversity and inclusion.
- (b) The Board is responsible for developing strategies to achieve the Objectives.
- (c) The Board, as advised by the Remuneration and Nomination Committee, will conduct all Board appointment processes in a manner that promotes diversity and inclusion, having regard to the matters noted in section 1.1 of this Charter. The Board appointment processes will guard against any conscious or unconscious biases, establishing a structured approach for identifying a pool of candidates and using external experts where necessary.

#### 3.2 Strategies

The Company's diversity and inclusion strategies developed by the Board include:

- (a) identifying specific factors to take account of in recruitment and selection processes to encourage diversity and inclusion, and thereby recruiting from a diverse pool of candidates for all positions, including the Board as well as officers and key management personnel engaged in executive roles, while complying with local laws and regulations;
- (b) considering programs to assist in the development of a broad and diverse pool of skilled and experienced employees;
- (c) maintaining a remuneration framework which ensures pay equality across roles and grades of employees based on individual performance, experience, location of role and job nature;
- (d) reviewing succession plans to ensure an appropriate focus on diversity and inclusion;
- (e) providing flexible working arrangements across all levels of the Company, to the extent practically possible, taking into account the nature of the work performed;

- (f) developing a culture which takes account of domestic responsibilities of all employees; and
- (g) any other strategies the Board develops from time to time.

## 4. Monitoring and evaluation

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- 4.1 The Board will periodically monitor the scope and currency of this Diversity and Inclusion Policy, to ensure it is operating effectively and consider any changes that may be required.