



**NORTHERN MINING  
LIMITED**

## **DIVERSITY POLICY**

The Board recognises that a diverse and inclusive workforce helps the Company attract and retain talented people, create more innovative solutions, and be more flexible and responsive to our market and shareholders' needs. There is increasing focus on diversity and in particular on gender and age, as well as greater work and career flexibility and as such the Company has embraced this as part of its ongoing development.

### **Diversity**

Diversity relates to all the characteristics that make individuals different from each other. It includes characteristics or factors such as religion, race, ethnicity, language, gender, sexual orientation, disability, age or any other area of potential difference. Diversity is about the commitment to equality and treating all individuals with respect.

### **Gender**

The Directors are committed to increase the representation of females at all levels of the organisation including senior management and directors of the Board.

The Nomination and Remuneration Committee of the Board is responsible for assessing on an annual basis the achievement against gender diversity objectives, including the representation of women at all levels of the organisation. This increased focus on diversity at all levels will reinforce the importance of equality in the workplace. This is facilitated by the Company's practice of making decisions based on merit for internal promotion, leadership development and flexible work arrangements.

### **Mature Age**

It is important for the Company to attract and retain mature age workers as these individuals have accumulated knowledge, skills, wisdom and experience which will only benefit the Company.

The attraction and retention of mature age workers as well as providing mature age workers with the transition to retirement and ability to adopt various work style options including flexible work conditions is a focus of the Company.

### **Providing employees with flexible work practices**

The Board acknowledges that individuals have varying home life demands and by providing flexible working conditions, we are able to give our people real choices in managing the balance between work and personal life over the course of their career.

Flexible work options can assist people with balancing their personal commitments and interests, whether that is family care, study, travel or transitioning to retirement. There are a number of flexible work options available which include both formal and informal options such as the ability to work part time, job share, working from home, flexible start and finish times and leave of absence.

By being flexible in our work practices, we will not only deliver on our business objectives but it also enables us to retain our best people and attract talent from the broader market.

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