



---

**ZINC OF IRELAND NL  
("Company")  
ACN 124 140 889**

---

## ***Diversity Policy***

## Contents

	Page
<b>1 Overview .....</b>	<b>3</b>
1.1 Commitment to Diversity.....	3
1.2 Purpose .....	3
<b>2 Diversity.....</b>	<b>3</b>
2.1 Diversity .....	3
2.2 Corporate Culture .....	3
2.3 Strategies.....	4
<b>3 Annual Disclosure to Shareholders .....</b>	<b>4</b>
3.1 Annual Disclosure .....	4
<b>4 Miscellaneous .....</b>	<b>4</b>
4.1 Review of Diversity Policy .....	4

## 1.1 Commitment to Diversity

The Company is committed to workplace diversity and has adopted a policy which outlines the Company's commitment to ensuring a diverse mix of expertise and skills exists among Board and management of the Company. The Company recognises the provisions of the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (**CGPR**) on diversity and, to the extent practicable, the Company will address recommendations and guidance provided in the CPGR.

## 1.2 Purpose

The purpose of this policy is:

- (a) To provide a framework for creating a corporate culture that embraces Diversity and is beneficial for all who are employed or engaged by the Company;
- (b) To outline the value placed on contributions of employees with diverse backgrounds, experiences and perspectives;

collectively, the "**Objectives**"

This policy does not form part of an employee's contract of employment with the Company and nor does it give rise to any contractual obligations. However, to the extent this policy requires an employee to do or not do something, and at all times subject to legal obligations, the Company's employees are expected to comply with this policy.

This policy does not impose on the Company, its directors, officers, employees or agents any obligation to engage in, or justify engaging in, conduct which is illegal or contrary to the laws or legislation on anti-discrimination or equal employment opportunity in any jurisdictions that the Company operates.

## 2 Diversity

---

### 2.1 Diversity

Diversity includes, but is not limited to:

- (a) Gender;
- (b) Age;
- (c) Ethnicity;
- (d) Language;
- (e) Sexual orientation;
- (f) Social background;
- (g) Parental and family responsibilities; and
- (h) Cultural background.

## **2.2 Corporate Culture**

The Company aims to create a corporate culture that:

- (a) Embraces Diversity and seeks to encourage and facilitate opportunities for the employment of people from different backgrounds;
- (b) Provide skills and career development initiatives;
- (c) Increases workforce participation and creates an inclusive environment which recognises employees may have different domestic responsibilities.

## **2.3 Strategies**

The Company's Diversity strategies include:

- (a) Employing people who have diverse languages, genders, impairments and abilities, ages, ethnicities, cultural and social backgrounds, religious beliefs, parental and family responsibilities;
- (b) Providing skills and career development initiatives;
- (c) Ensuring succession plans include the appropriate focus on diversity;
- (d) Any other strategies the Board develops from time to time.

# **3 Annual Disclosure to Shareholders**

---

## **3.1 Annual Disclosure**

- (a) The Company will disclose the measurable objectives, if any, set by the Board for achieving Diversity in accordance with the Diversity Agenda and will report on its progress against those objectives.
- (b) A component of the Company's disclosure on Diversity should also include information about the proportion of women employees in the Company, in senior management positions and on the Board.
- (c) The Board will determine the most appropriate method to present this information to ensure that it is accurate and does not falsely represent the participation of women and men within the Company.

# **4 Miscellaneous**

---

## **4.1 Review of Diversity Policy**

- (a) External reviews of this policy may be undertaken at the request of the Board.
- (b) A copy of this policy (or a summary of it) will be made available on the Company's website and ASX to the extent necessary.

## **End of Policy**