

# Diversity Policy

## 1 Introduction

Regis Resources Limited (Regis) is committed to workplace diversity and recognises the benefits arising from employee and Board diversity. Our policy is to recruit and manage on the basis of qualification for the position and performance; regardless of gender, age, nationality, race, religious beliefs, cultural background or sexuality.

To the extent practicable, Regis will address the recommendations and guidance provided in the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations.

## 2 Objectives

Regis values a diverse and inclusive workforce and has established the Diversity Principles set out below having regard to the Company's size and operations.

Regis describes Diversity as celebrating differences and valuing everyone. Each person is an individual with visible and non-visible differences and by respecting this everyone can feel valued for their contributions which is beneficial not only for the individual but for the Company.

Regis recognises that a talented and diverse workforce represents a key competitive advantage and managing diversity makes the Company more creative, flexible, productive and competitive.

The Company's business success will be a reflection of the quality and skill of the people employed. Regis is committed to seeking out and retaining the finest human talent to ensure business growth and performance.

The Diversity Policy adopted by the Company provides a framework for Regis to achieve:

- a diverse and skilled workforce, leading to continuous improvement in Company performance and achievement of corporate goals;
- a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives through improved awareness of the benefits of workforce diversity and successful management of diversity;
- a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;
- an environment that encourages the development of necessary skills and experience for leadership roles;
- improved employment and career development opportunities for women and traditional owners;
- awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity; and
- work places that are free from all forms of discrimination and harassment.

Regis will reward excellence and all employees will be promoted on the basis of their performance.

The Diversity Policy does not impose on Regis, its directors, officers, agents or employees any obligation to engage in, or justification for engaging in, any conduct which is illegal or contrary to any anti-discrimination or equal employment opportunity legislation or laws in any State or Territory of Australia or of any overseas jurisdiction.

### **3 Strategies**

Regis employs the following strategies to achieve the objectives of its Diversity Policy:

- recruit and manage on the basis of an individual's competence, qualification and performance;
- recruit from a diverse pool of candidates for all positions, including senior management and Board appointments;
- introduce mentoring programs and traineeships for employees from diverse backgrounds to enhance the retention of new employees and promotion of existing employees;
- facilitate a workplace culture that takes into account domestic responsibilities of employees;
- take action to prevent and stop discrimination, bullying and harassment; and
- create a culture within the Company that encourages employees, directors and officers to act in accordance with this Policy, including the Measurable Objectives set by the Board.

### **4 Selection and Appointment of New Directors**

- Regis's Diversity Policy requires the Board to take diversity of background into account (in addition to previous Board and leadership experience, candidates' skills and experience in a variety of specified fields) to fit and enhance the Board Skills Matrix.
- In order to promote the specific objective of gender diversity, the Company's Diversity Policy requires that the selection process for Board appointments should preferably involve the following steps (including where the Company engages an external recruitment agency to identify and assess candidates):
  - a) Director selection process and decision making to be formal and transparent as set out in the ASX Principles;
  - b) Candidates should be selected from a diverse pool of qualified candidates. A wider candidate pool can be established by engaging a professional search firm and by advertising Board vacancies;
  - c) a shortlist identifying potential candidates for the appointment should include a mix of both male and female candidates wherever possible; and
  - d) If, at the end of the selection process, a female candidate is not selected, the Board must be satisfied that there are objective reasons to support its determination.

### **5 Selection and Appointment of Employees including Senior Management Roles**

In accordance with its Diversity Policy, Regis will seek to maintain diversity objectives by including the following steps:

- a) The Chief Executive Officer will have reference to the Diversity Policy in selecting and assessing candidates and in presenting recommendations to the Board regarding appointments to the executive team. The Policy requires the Board to also consider

gender diversity and the objectives of the policy when considering those recommendations;

- b) Candidates should be selected from a diverse pool of qualified candidates. A wider candidate pool can be established by engaging a professional search/recruitment firm(s), and/or by advertising vacancies; and
- c) A short-list identifying potential candidates for the appointment should include a mix of both male and female candidates wherever possible.

## **6 Measurable Objectives**

The Board is responsible for establishing Measurable Objectives for achieving greater diversity through the Company and in particular, Regis is committed to promoting gender diversity.

## **7 Gender**

The Board is responsible for assessing on an annual basis the achievement of the Gender Diversity Objective. To this end the Company has implemented the following Measurable Objectives:

- Women and men are well represented at all levels of the organisation and female participation in the Regis workforce is reported to the Board on a monthly basis against historical percentages and industry averages.

In order to encourage gender diversity within the Company, Regis reports monthly to the Board using the following measurement criteria:

- The percentage of women employed by the Company against the mining industry average;
- The percentage of women employed at different levels across the Company;
- The percentage of women employed in senior management positions; and
- The percentage of women on the Board.

## **8 Mature Age**

It is important for the Company to attract and retain mature age workers (50 years and older) in recognition of a skill set comprising of accumulated knowledge, skills, wisdom and experience which can be of great benefit to the Company.

The Company intends to attract and retain 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.