
DIVERSITY POLICY

Great Boulder Resources Limited
ACN 611 695 955

As approved by the Board of Directors on 3rd August 2016

1. Preamble

- 1.1 Great Boulder Resources Limited (ACN 611 695 955) (**Company**) believes that the promotion of diversity on boards, in senior management and within the organisation generally:
- (a) broadens the pool for recruitment of high quality directors and employees;
 - (b) is likely to support employee retention;
 - (c) through the inclusion of different perspectives, is likely to encourage greater innovation and understanding of customer needs; and
 - (d) is socially and economically responsible governance practice.
- 1.2 The Company will comply with the ASX Corporate Governance Council's Principles & Recommendations on Diversity.
- 1.3 The Company's Board of Directors (**Board**):
- (a) is responsible for adopting and monitoring the Company's diversity policy (**Policy**); and
 - (b) recognises that diversity within the Company means all the things that make individuals different to one another, including gender, ethnicity, religion, culture, language, sexual orientation, disability and age.

2. Purpose

This Policy sets out the beliefs and goals and strategies of the Company with respect to diversity within the Company. The main objectives of this Policy are to ensure that the Company:

- (a) leverages its employee's unique skills, values, backgrounds and experiences so as to will assist with understanding its customers' needs; and
- (b) develops an inclusive work environment so that each employee can show their full potential, regardless of their background, gender, age, work status, marital status, religious identity or cultural identity.

3. Selection and appointment of directors and employees

- 3.1 The Company is dedicated to promoting a corporate culture that embraces diversity. The Company believes that diversity begins with the recruitment and selection practices of its Board and its staff.

3.2 The Company employs new employees and promotes current employees on the bases of performance, ability and attitude.

4. Measureable objectives

4.1 The Board will establish measurable objectives for achieving gender diversity.

4.2 The Board will:

- (a) review its diversity strategies from time to time, including annual diversity plans;
- (b) consider best practice and contemporary topics in diversity;
- (c) oversee the implementation of the diversity strategy across the Company;
- (d) discuss with management any emerging diversity-related organisational issues;
- (e) consider reports provided by management as to the progress of the implementation of the diversity strategy, including against key measurable objectives; and
- (f) alert management to issues that would enhance the implementation of the diversity strategy.

5. Reporting compliance with measurable objectives

5.1 In its annual report, the Company will disclose:

- (a) the measurable objectives for achieving gender diversity set by the Board in accordance with the diversity policy; and
- (b) the progress towards achieving them.

5.2 As a part of this disclosure, the Company will disclose in its annual report, the proportion of:

- (a) women employees in the whole organisation;
- (b) women in senior executive positions; and
- (c) women on the Board.