



## 1 Introduction

Bounty Mining Limited and its subsidiaries ("Bounty" or "The Company") are committed to workplace diversity. The Company recognises the benefits that may arise from employee, management and board diversity, including

- access to a broader pool of high quality employees;
- access to different perspectives and ideas;
- better understanding of customers and other stakeholders; and
- enhanced company reputation.

Diversity includes, but is not limited to, gender, age, ethnicity, marital status and cultural background.

## 2 Objectives

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

- enhanced recruitment practices which will hire the best person for the job from a broad and diverse pool of talent; and
- a diverse and skilled workforce leading to enhanced service delivery and achievement of corporate goals; and
- a work environment that values and utilises the contributions of employee's diverse views, experiences, and perspectives; and
- pay equity, ensuring equal pay for equal work across the workforce.

## 3 Responsibilities

Bounty's Board maintains oversight and responsibility for the Company's diversity policy. The Board has delegated responsibility for selection of directors and monitoring of remuneration equity to the Remuneration and Nominations Committee. The Committee is responsible for developing objectives and strategies to meet the objectives of the policy and monitoring the progress of the objectives.

Factors such as gender, race, age or disability are irrelevant and are not taken into account when making employment decisions. In all cases, the person most suited to the position is selected based on their skills and qualifications without bias or prejudice.

The Board acknowledges that when working as a contract miner for a client, it is required to be compliant with that client's workplace policies.

The Company's strategies to achieve diversity include:

- recruiting from a diverse pool of candidates for all positions, including senior management and the board; and
- developing a culture which allows workplace flexibility that responds to varying domestic and cultural responsibilities of employees.

#### 4 Monitoring and Evaluation

The Board will monitor the scope and currency of this policy.

The Board acknowledges Recommendation 1.5 of the ASX Corporate Governance Principles and Recommendations "that a listed entity should have a diversity policy which includes requirements for the board or a relevant committee of the board to set measurable objectives for achieving gender diversity".<sup>i</sup>

However consistent with Bounty's policy of non-discrimination, the Board has chosen not to set specific measurable targets for gender or any other diversity.

Any measurable objectives set by the Remuneration and Nominations Committee in the future may be included in the annual KPIS for the CEO and senior management.

#### 5 Reporting

The Company's Annual Report each year will include the proportion of women employees in the organisation as a whole, in senior management, and at Board level.

The Board has chosen not to set specific measurable targets for gender or other diversity and consequently will not report against targets.

#### 6. Contacting Us

If you have any questions about this privacy policy, our privacy practices, or your privacy rights for any Australian members of Bounty, please contact our Company Secretary

Email: [secretary@bounty.com.au](mailto:secretary@bounty.com.au)

Address

Suite 301, 66 Hunter St, Sydney, NSW 2000

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<sup>i</sup> ASX Corporate Governance Principles and Recommendations (3<sup>rd</sup> edition 2014).