

# DIVERSITY, EQUITY & INCLUSION POLICY

## 1. PURPOSE

BCI Minerals Limited and its wholly owned subsidiaries (**BCI** or **Company**) are committed to establishing a safe, respectful and inclusive culture where diverse experiences, perspectives, backgrounds and ideas are valued and utilised at every level of its corporate and site workplaces.

The Board and Senior Leadership Team believe that this Diversity, Equity and Inclusion Policy (**DEI Policy**) aligns with the BCI Values and will foster a safe, inclusive working environment that promotes innovative solutions, diverse growth opportunities and improved decision making across the business policy statement.

We will:

- Enable and support a diverse workforce through targeted recruitment strategies that focus on increasing representation and ensure a balanced and equitable workforce across all levels.
- Provide a workplace free from discrimination, harassment, vilification, victimisation and bullying, where individual differences, experiences and contributions of all team members are recognised, respected and valued.
- Ensure our people processes and practises are transparent and fair.
- Design workplace structures, systems and procedures to enable team members to balance their work, family and other responsibilities effectively and to assist in the attraction, retention and development of a broad and diverse pool of skilled and experienced talent.
- Maintain an environment where team members feel safe to speak up at any time, without fear of retaliation, including when they or others are harassed, intimidated or excluded. BCI will provide clear reporting channels, including an anonymous whistleblower option on our website.
- Provide education and awareness to team members to enable them to foster safe, respectful and inclusive behaviours.
- Expect team members to demonstrate safe, respectful and inclusive behaviours. BCI will take immediate and appropriate action to investigate and resolve issues in a transparent and timely manner.
- Promote strong and sustainable relationships with diverse stakeholders including shareholders, communities, contractors, employees, traditional owners, customers and suppliers.
- Communicate to all contractors, service providers and visitors BCI's expectation that they demonstrate safe, respectful and inclusive behaviours in accordance with this policy when working on our projects and at our operations.
- Communicate this policy to all BCI employees, contractors and service providers and make it available to the public.

## 2. MEASURABLE OBJECTIVES

The Board and Senior Leadership Team believe that setting of measurable objectives and reporting Company performance against these objectives is key to achieving diversity, equity and inclusion (DEI) in its workplace. As such, the Board will:

- Annually review and set measurable DEI objectives on advice from the Remuneration and Nomination Committee and the Senior Leadership Team.
- Measure progress towards achieving these objectives.
- Report on these objectives and progress in the Company's annual report.
- Undertake gender participation and pay equity reporting.

## 3. COMMITMENT

The Board and Senior Leadership Team are committed to continuously developing and reviewing the structures, systems, and procedures which support this DEI Policy.

## 4. REFERENCES

The following documents should be read in conjunction with this policy:

- Code of Conduct
- Grievance Procedure
- Whistleblower Policy
- Stakeholder Engagement Management Plan



**David Boshoff**  
**Managing Director**  
**BCI Minerals Limited**

## DOCUMENT CONTROL

Revision	Date	Description	Author	Approver
0	05 May 2022	Issued	J Burke	Board
1	06 Feb 2025	Policy Review	T Miller	Board
<b>DOCUMENT NUMBER:</b>		<b>BCI-HRS-POL-002</b>		<b>Total Pages: 2</b>