



Diversity Policy

Gateway Mining Limited (the **Company**) and all its related bodies corporate are committed to providing an inclusive workplace and recognises the value that a workforce made up of individuals with diverse skills, values, backgrounds and experiences will bring to the Company.

Diversity is recognising and valuing the unique contribution people can make because of their individual background and different skills, experiences and perspectives. People differ not just on the basis of race and gender, but also other dimensions such as lifestyle, education, physical ability, age and family responsibility.

The Company recognises the positive advantages of diversity in the workplace and is committed to:

- (a) creating a working environment conducive to the appointment of well qualified employees senior management and board candidates; and
- (b) identifying ways to promote a corporate culture which embraces diversity when determining the composition of employees, senior management and the Board, recognising that employees at all levels may have domestic responsibilities.

This Policy is to complement existing employment related policies and documentation. This Policy does not form part of an employee's contract of employment with the Company or any of its related bodies corporate, nor does it give rise to contractual obligations. However, to the extent that this Policy requires an employee to do or refrain from doing something, and at all times subject to legal obligations, this Policy forms a direction of the Company with which an employee is expected to comply.

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

Monitoring Compliance

The Board has delegated the responsibility of monitoring and ensuring workplace diversity to the Managing Director.

The Board will annually review the diversity objectives set out in this policy and its progress in achieving them.

Recruitment

The Managing Director will:

- (a) review the recruitment and selection processes to ensure that current and potential employees are not discriminated against; and
- (b) ensure that the selection process of its employees, senior management and the board takes into account the following factors:
 - (i) attract and retain people from equal employment opportunity target groups, and others who together make up a diverse workforce; and
 - (ii) facilitate the employment of indigenous Australian people.

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Initial Issue Date:	30/6/2018
Page No:	1 of 2



Recruitment of employees at all levels shall be undertaken from as diverse a pool of qualified candidates as reasonably practicable.

Gender Diversity

The Company has a commitment to gender diversity and female participation is sought in all areas. Decisions relating to promotion, leadership development and flexible work arrangements are all based on merit and reinforce the importance of equality in the workplace.

The Board is responsible for the selection of new board members in accordance with its Board Charter and the ASX Corporate Governance Principles and Recommendations. High quality female candidates are considered as part of any recruitment process.

The Company will be in a position to establish measurable objectives for achieving gender diversity when it has grown to a point where it is appropriate to do so.

The Board will conduct all Board appointment processes in a manner that promotes gender diversity, including establishing a structured approach for identifying a pool of candidates, and using external experts where necessary.

Awareness, skills and development

To embrace diversity in the Company and assist in the development of a broader pool of skilled and experienced board candidates the Company will:

- (a) provide induction, education and training to staff who are from diverse backgrounds to enhance the retention of new employees and promotion of existing employees to senior management and board positions; and
- (b) review succession plans to ensure an appropriate focus on diversity;
- (c) ensure that employees, senior management and the board attend programs to increase awareness of issues in relation to the employment of staff from diverse backgrounds.

Evaluating Diversity

The Board will, regularly review the policy to determine its adequacy for current circumstances and make amendment where required.

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