

## Prodigy Gold NL – Diversity Policy

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### 1. INTRODUCTION

The Company recognises that a diverse and talented workforce is a competitive advantage and that the Company's success is the result of the quality and skills of our people. 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, sexuality or physical ability. It is essential that the Company employs the appropriate person for each job and that each person strives for a high level of performance.

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 3rd Edition.

The Diversity Policy does not form part of an employee's contract of employment with the Company, nor gives rise to contractual obligations. However, to the extent that the Diversity Policy requires an employee to do or refrain from doing something and at all times subject to legal obligations, the Diversity Policy forms a direction of the Company with which an employee is expected to comply.

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### 2. OBJECTIVES

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

- (a) a diverse and skilled workforce, leading to continuous improvement in service delivery and achievement of corporate goals;
- (b) a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;
- (c) equal employment and career development opportunities;
- (d) 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; and
- (e) awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity,

(collectively, the **Objectives**).

The Diversity Policy does not impose on the Company, its Directors, officers, agents or employee 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 foreign jurisdiction.

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### 3. RESPONSIBILITIES

#### 3.1 The Board's commitment

The Board is committed to workplace diversity, with a particular focus on diversity at the senior level of the Company and on the Board.

The Board is responsible for developing measurable objectives and strategies to meet the Objectives of the Diversity Policy (**Measurable Objectives**) and monitoring the progress of the Measurable Objectives through the monitoring, evaluation and reporting mechanisms listed below.

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

### **3.2 Strategies**

The Company's diversity strategies include:

- (a) recruit and manage on the basis of an individual's competence, qualification and performance;
- (b) create a culture that embraces diversity and that rewards people to act in accordance with this Policy;
- (c) appreciate and respect the unique aspects that individual brings to the workplace;
- (d) foster an inclusive and supportive culture to enable people to develop to their full potential;
- (e) identify factors to be taken into account in the employee selection process to ensure we have the right person for the right job;
- (f) take action to prevent and stop discrimination, bullying and harassment developing a culture which takes account of domestic responsibilities of employees; and
- (g) any other strategies the Board develops from time to time.

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## **4. MONITORING AND EVALUATION**

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

The Company is responsible for implementing, monitoring and reporting on the Measurable Objectives.

Measurable Objectives as set by the Board will be included in the annual key performance indicators for the Chief Executive Officer / Managing Director and senior executives.

In addition, the Board will review progress against the Objectives as a key performance indicator in its annual performance assessment.

For the purposes of this Diversity Policy, the Company defines 'senior executive' as an executive having authority and responsibility for planning, directing and controlling a significant part of the activities of Prodigy Gold, whether directly or indirectly. A senior executive of Prodigy Gold includes an officer, senior manager or executive Director of Prodigy Gold.

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## **5. REPORTING**

The Board will disclose in the annual corporate governance statement:

- (a) the Measurable Objectives, if any, set by the Board;
- (b) progress against the Objectives;
- (c) how Prodigy Gold defines 'senior executive' for the purposes of the Diversity Policy; and
- (d) the respective proportions of men and women employees in the whole organisation, at senior management level and at Board level.