

## Purpose

KGL Resources (**KGL**) believes in equal opportunities for all our people and recognise that our business benefits from the diversity of our people.

KGL is committed to developing a diverse and inclusive workforce and providing a respectful environment free from discrimination. We believe that recruitment and promotions of people should be based on merit, regardless of their race, gender or gender orientation, age, relationship or family status, disability, sexual orientation, nationality, political or religious beliefs, or any other factor not relevant to their competence and performance. We are focused on eliminating bias in all its forms.

No form of unlawful discrimination will be tolerated by KGL.

All Workers who, in good faith, make a complaint or are a witness to discrimination are protected against victimisation.

This Standard applies to people carrying out work for KGL Resources (**KGL**), including as officers, employees, volunteers and contractors (**Workers**).

## Discrimination

### Direct Discrimination

Direct discrimination occurs when an individual or group possessing particular personal characteristics or attributes is treated less favourably than an individual or group that does not possess that attribute or personal characteristic in the same circumstances. Examples include denying an employee a promotion on the basis of family responsibilities, gender or race, or making offensive jokes or comments about another person's disability or physical appearance.

### Indirect Discrimination

Indirect discrimination may occur if a decision, policy, procedure or practice that appears to treat everyone equally has the effect of disadvantaging particular individuals or groups with a particular attribute.

### Unlawful Discrimination

For discrimination to be unlawful, it must be based on one of the specific attributes prescribed in Commonwealth or State anti-discrimination legislation. These attributes include sex, age, political belief, gender identity, sexual orientation, disability, parental or family responsibilities, pregnancy, and race, colour, ethnical origin.

Discrimination may also be unlawful if it is based on a person's association with or relation to a person identified on the basis of one of the above attributes.

## Diversity and Inclusiveness Objectives

### KGL is committed to and accountable for:

- Promoting diversity in the workplace, including recognising, valuing and utilising the diverse skills and knowledge of staff and contractors.
- Providing a respectful workplace environment where Workers are treated fairly and decisions are based on merit.
- Promoting a culture that supports diversity and enables people to feel comfortable and thrive at work.
- Complying with all relevant anti-discrimination laws.
- Identifying constraints to diversity success and taking action to address the issues.
- Ensuring that discrimination does not occur at any level of its business or in any part of the employment or business relationship. This includes decisions in relation to recruitment, procurement, promotion, training opportunities, work task allocation, salary, benefits, performance management and disciplinary action.
- Ensuring that Workers understand their obligations and do not engage in behaviour that breaches this Standard.
- Taking all complaints seriously and addressing them appropriately.

### KGL Workers are accountable for:

- Complying with this Standard, as amended from time to time, and with all relevant anti-discrimination laws and regulations.
- Providing a working environment free of discriminatory behaviour.
- Reporting any signs of discriminatory behaviour to their Manager or another senior staff member.
- Understanding this Standard and seeking clarification from management where necessary.

In addition to obligations of Workers, Managers are expected to promote this Standard within their area of responsibility and take steps to ensure that any breaches or potential breaches of this Standard or anti-discrimination laws are identified, taken seriously and acted upon appropriately and in a timely manner.

## Appropriate Action

Any Worker found to have engaged in discriminatory or vilifying behaviour, victimisation or other unlawful behaviours may be subject to disciplinary action, up to and including termination of their employment without notice or ending of their engagement with KGL. The appropriate action will be determined on the particular circumstances.

In the event that a breach of this Standard constitutes a breach of any laws or regulations, KGL may report the breach or enforce the relevant legal right or entitlement, whether on its own behalf or on behalf of a KGL Worker (to the full extent permitted by law).



Simon Finnis  
Managing Director

12 October 2021



**INTEGRITY**  
We do what we say



**ACCOUNTABLE**  
We own our actions



**RESPECTFUL**  
We act with dignity



**SUSTAINABLE**  
We achieve robust outcomes

# DIVERSITY AND INCLUSIVENESS STANDARD

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