

# DIVERSITY, INCLUSION AND EQUALITY POLICY

## INTRODUCTION

Lodestar Minerals Limited (“**LSR**”) and its controlled entities (“**the Company**”) is committed to providing a work environment in which everyone is treated fairly and with respect, irrespective of sex, sexual orientation, race, age, disability, religion or ethnic origin and which is free of discrimination, bullying, victimisation, vilification and sexual and other unlawful harassment.

The Company recognises the benefits arising from employee and board diversity, including a broader pool of high-quality employees, improved employee retention, accessing different perspectives and ideas and benefitting from all available talent.

It is essential that the Company employs the appropriate person for each job and that each person strives for a high level of personal performance.

To the extent practicable, Lodestar will address the recommendations and guidance provided in the “*ASX Corporate Governance Principles and Recommendations (Fourth Edition)*”.

## OBJECTIVES

The Diversity, Inclusion and Equality Policy is based on the following objectives:

- a) To hire the best-qualified person for the available job without regard to their race, colour, national origin, marital status, pregnancy, religion, political conviction, impairment, or sexual preference;
- b) to appraise and promote employees on the basis of objective assessment of performance and potential. This decision will be made without discrimination;
- c) to conduct all Company activities without discrimination;
- d) to maintain a workplace free of harassment;
- e) create a workplace culture characterized by inclusive practices and behaviours for the benefit of all staff and create awareness in all staff of their rights and responsibilities with regards to fairness, equity, and respect for all aspects of diversity;
- f) where possible and practicable increase participation and employment opportunities to underrepresented groups in our workforce to create a workforce that has a similar diversity to the general communities we work in (including considering representation in our workforce as measured by indigenous background, gender, and physical ability);
- g) create a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences, and perspectives through improved awareness of the benefits of workplace diversity and successful management of diversity;
- h) recognise that employees at all levels may have domestic responsibilities and to adopt flexible work practices that will assist them to meet those responsibilities.

The Company will comply with all relevant and applicable Equal Opportunity, Anti-Discrimination and Affirmative Action legislation, regulations and supporting laws.

## COMMITMENT

- a) The Company is an equal opportunity employer.
- b) The Company will not tolerate discrimination, vilification, victimisation, and sexual harassment of its employees.
- c) It is a condition of employment that employees of the Company comply with this policy and other applicable laws and regulations.

## OBLIGATIONS

It is against the law to discriminate on certain grounds, bully, harass, sexually or otherwise, victimise or vilify another person.

Discrimination in relation to sex, age, sexual orientation, relationship status, race, family responsibilities, pregnancy, impairment, political beliefs, parental status, breast feeding, and religious belief is against the law.

Discrimination occurs when a person or group is treated less favourably than another person or group in the same or similar circumstances.

There are two main forms of discrimination:

- a) Direct – where one person is treated less favourably than another person in the same or similar circumstances on the grounds of sex, marital status, age, pregnancy, race, religion, impairment.
- b) Indirect- when an unreasonable policy or condition initially appears neutral and fair, but actually can act to the detriment of a particular group of people due to a characteristic of that group (such as age or gender).

Discrimination may arise in the context of recruitment, conditions of employment, denying employees access to benefits and dismissal. The consequences of not complying with equal opportunity obligations can be costly in terms of the Company's commercial reputation, the legal implications, and liability as an employer, and therefore non-compliance by an employee will not be tolerated.

The Company will not permit any conduct which may be construed as harassment and will support any employee who is subjected to such behaviour. Harassment is unwelcome, uninvited behaviour which can make a person feel offended, humiliated, or intimidated. This includes such things as:

- a) repeated unwanted comments about a person's religion or political beliefs;
- b) repeated, unwanted name calling;
- c) jokes, suggestive comments, or offensive gestures related to a person's disability, religious conviction, ethnic or sexual characteristics;
- d) distribution or display of material regarded as offensive;
- e) demands for sexual favours; and/or
- f) repeated, unwanted, and deliberate physical contact.

Harassment constitutes discriminatory behaviour under federal and state anti-discrimination law and will not be tolerated under any circumstances. Managers and supervisors are required to ensure that all employees are treated fairly and equitably, including not being subjected to harassment. They are also required to ensure that complainants and witnesses are not victimised in any way.

Vilification is behaviour that happens in public and may make others ridicule or hate a person on the basis of a person's race, religion, gender, or sexuality. Vilification is against the law.

Each person has the right to react differently. What is acceptable, funny, or harmless to one person may hurt or offend another.

## **OCCURRENCE**

A person believing that they may be experiencing discrimination, harassment, victimisation, or vilification should not ignore it. Where possible the person experiencing the offending behaviour should tell the alleged offender that they object to the behaviour and do not wish it to be continued or repeated. They may wish to confidentially seek or discuss the matter with any employee who the employee feels comfortable and who may be able to assist in the matter. Together an evaluation can be made as to the best approach to resolve the matter. If necessary, the employee can make a formal complaint to the appropriate manager who will conduct confidential inquiries to resolve the matter.

The Company will treat all complaints seriously, impartially, sympathetically, and confidentially where possible. The Company will attempt to resolve the complaint or concern at the workplace.

Employees will not be disadvantaged in their employment conditions or opportunities as a result of lodging a concern or complaint.

It is against the law to victimise a person who has made a complaint, agrees to be a witness, or has had a complaint made against them.

## **BREACHES OF POLICY**

Strict compliance with this policy is a condition of employment. Breaches of this policy or the law will be subject to disciplinary action which may include termination of employment.

## **RESPONSIBILITIES**

### *Company Board*

The Lodestar Board ("**Board**") is committed to workplace diversity, inclusion and equality.

The Board is responsible for developing measurable objectives and strategies to meet the objectives of the Diversity Policy and the Board's sub-committee, the Remuneration and Nomination Committee, is responsible for implementing, monitoring, and reporting on the measurable objectives as established by the Board.

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 suitable candidates and using external advisors where necessary.

### *Company Management*

Management is required to ensure that this policy is adhered to in their area of responsibility and for instituting appropriate actions to achieve the policy objectives.

Management must assess annually both the objectives and the entities progress in achieving workplace diversity, inclusion, and equality.

Management must disclose as at the end of each reporting period the measurable objectives for achieving gender diversity set by the Board and its progress toward achieving them and must disclose

the respective proportions of men and women on the Board, in senior executive positions and across the whole organisation.

### *Employees*

Each employee is responsible for ensuring that their personal conduct in the workplace is consistent with this policy and the law that the rights of fellow employees are respected.

Equal opportunity legislation provides obligations for all persons within a workplace to take responsibility for their own actions. The Company fully supports personal accountability and will make decisions and, where necessary, take appropriate actions to ensure the equal opportunity is complied with.