

# DIVERSITY & INCLUSION POLICY

## POLICY STATEMENT

Heathgate Resources is committed to creating and maintaining a work environment that is diverse and inclusive of all people. We believe that the best ideas and innovations come from within a respectful, collaborative and diverse workforce who possess a broad range of individual experiences, capabilities and perspectives.

Heathgate will not discriminate based on gender, age, disability, race, nationality, sexual orientation, gender identity, relationship status, religion, family responsibility or any other attribute protected by law and not relevant to job performance. We will not tolerate any form of harassment, discrimination, bullying, sexual harassment or victimisation.

## OUR COMMITMENTS

Heathgate is committed to:

- A work environment in which the principles of fairness, equity, diversity and inclusion are respected in our day-to-day work activities and objectives across the Heathgate business.
- Recruitment and selection of new employees to Heathgate based on merit, without bias or prejudice, followed by equal opportunity in all areas of employment, including promotions, remuneration, training and development opportunities.
- A workplace culture that values and leverages individual strengths and differences.
- A work environment that is free from all forms of discrimination, harassment, bullying, victimisation and aggression.
- A harmonious work environment where employees feel valued, engaged, included, empowered and safe to speak up.
- Ensuring our company brand, systems, policies and practices attract and retain a diverse range of people.
- Encouraging employees to play their part in creating and maintaining a safe, diverse and inclusive culture by not standing by and instead, taking early action to prevent and stop any harassment they may become aware of.
- Ensuring that our employees are not subject to any form of harassment by external persons such as suppliers and sub-contractors. Equally, it is unacceptable for any employee of Heathgate to harass those persons.
- Providing avenues for employees and other stakeholders to raise concerns and report breaches of this Policy.

## RELATED DOCUMENTS

- Code of Conduct
- Workplace Behaviour Policy
- Whistleblower Policy
- Grievance Resolution Policy & Procedure

## APPLICATION

This Policy has been endorsed by the Senior Management Team and is approved by the President of Heathgate. This Policy will be reviewed at least every two years to ensure it remains appropriate to Heathgate and reflects current community standards and expectations.

Signature:



Name: Joe De Gennaro

Date: 25 August 2022