



## DIVERSITY POLICY

Indiana Resources Limited's (**Indiana** or the **Company**) Diversity Policy outlines the Company's commitment to achieving diversity in the workplace.

### 1. Application

The principles contained within this policy apply to everyone at Indiana and its subsidiaries regardless of job function or seniority.

### 2. Generally

Diversity recognises and values the contribution of people with differences in background, experience and perspectives. Diversity includes but is not limited to gender, age, ethnicity and cultural background.

Indiana values diversity across its business and believes that the Company will benefit economically and socially from a diverse workforce and Board. Indiana believes diversity provides the most engaging environment for our people, enriching our organisational culture with different perspectives, experiences, ideas and leadership styles.

The Company's business practices, policies and behaviours promote diversity and equal employment opportunity. The Company is committed to embracing diversity when employing new staff, promoting existing staff and determining the composition of the Board.

### 3. Achieving Diversity

Indiana welcomes and values the contribution from staff from different backgrounds. The Company's commitment to diversity is designed to help Indiana achieve its business goals by enabling Indiana to attract and retain a qualified and talented workforce.

Indiana's recruitment, selection and promotion practices are designed to attract and retain the best talent from a diverse talent pool. Candidates with the most suitable knowledge, skills and experience are selected using unbiased selection and promotion decisions. We encourage and reward excellence and performance is measured based on agreed goals to remove bias and promote equity. Any succession decisions are equitable, consistent and aligned to diversity and equal opportunity principles.

The Company has a Flexible Working Policy which provides the opportunity for employees to apply for flexible work arrangements, particularly employees with parenting, family, career, cultural and religious commitments.

Any potential barriers to diversity should be brought to the attention of the Company Secretary, Managing Director or Chair of the Board for review and action.



#### **4. Gender Diversity**

To promote gender diversity and equality, assessment of qualifications, skills, experience and diversity of gender is considered by the Board in determining the composition of the Board, Senior Management and all levels of employment. Remuneration analysis is also conducted to address any gender pay gaps.

#### **5. Measuring Diversity**

The Board is ultimately responsible for the Company achieving measurable diversity objectives. The Board sets objectives and progress is reviewed annually with the focus on improving the Company's workforce diversity.

#### **POLICY APPROVAL**

Approved by the Board September 2012

