

## Diversity Policy

Red River Resources believes that an inclusive culture and a diverse workforce supports high performance outcomes.

Red River Resources benefits by bringing together talented people of different gender, age, ethnicity and cultural backgrounds who possess a diverse range of experiences and perspectives. In particular this helps create an environment where innovative ideas support Red River Resources to realise its potential and corporate goals in a global market.

Red River Resources supports diversity in its workforce by:

- Treating all employees fairly and with respect and dignity as detailed in the Code of Conduct and Company Values.
- Actively and flexibly promoting a culture that values diversity and tolerance of differences, including the delivery of training and cultural awareness programs and distribution of education materials;
- Ensuring that the Work Performance Standard, Training and Development Standard and the Succession and Talent Management processes provide learning and development opportunities to develop the skills and experience necessary for employees to be more effective and to be considered for advancement to more senior roles;
- Ensuring that applicants and employees of all backgrounds are encouraged to apply for, and have fair opportunity to be considered for, all available roles, as detailed;
- Ensuring that Red River Resources Standards and Procedures encourage diversity and address specific barriers to groups of employees, such as those with domestic responsibilities, by making reasonable provision for the special needs of these employees, by means such as the Flexible Working Arrangements, Parental Leave and Other Leave Standards, and recognising and rewarding innovative strategies to accommodate diverse groups within the workforce;
- Complying with all anti-discrimination and equal opportunity legislation; and initiating and supporting actions in our communities which foster diversity and equal opportunities.

Managing Director