

INCLUSION AND DIVERSITY POLICY



Arafura Rare Earths Limited (**Arafura**) recognises the benefits of inclusive and diverse teams where we value difference as a strength, where everyone can fully contribute, do their best work and deliver great outcomes together. We also recognise that in order for diversity to thrive discrimination, bullying, harassment, vilification and victimisation cannot and will not be tolerated. For the purpose of this policy, diversity extends beyond gender and includes, but is not limited to marital or family status, sexual orientation, gender identity, age, disabilities, religious belief, cultural background, socioeconomic background, perspective and experience.

Through implementation of an integrated People Plan we commit to:

- **Culture:** Embedding a high performing, inclusive culture that enables diversity to thrive.
- **Workforce:** Building a workforce which reflects the community demographics within which we operate. By 2030 we aim to have Board and Executive roles comprised of at least 40% men and 40% women. The Board will consider measurable objectives for achieving diversity each reporting period in relation to this and report on progress towards achieving these objectives if and when relevant.
- **Recruitment:** Ensuring recruitment and selection practices at all levels are appropriately structured (based on performance, skill and merit) so that a diverse range of candidates from the widest possible talent pool are considered and conscious or unconscious biases that might discriminate against under-represented demographics are mitigated.
- **Capability:** Building awareness, understanding and skills in respectful and inclusive workplace behaviours.
- **Processes:** Implementing processes including development and succession plans that will assist in the development of a broader and more diverse pool of skilled and experienced employees and that, over time, will prepare them for senior management and board positions.
- **Flexibility:** Adopting flexible work practices that will assist each individual to meet their personal, cultural and social responsibilities.
- **Board composition:** Ensuring the policy for selection and appointment of new directors is transparent and considers all facets of diversity to avoid “groupthink” or other cognitive biases in decision making.
- **Measurement:** Annually reviewing and measuring the effectiveness of this policy and reporting on achievement against our commitments and any measurable objectives set, including the respective proportions of men and women in Board and senior executive roles and across the whole organisation,
- **Continuous Improvement:** Adopting a ‘Plan–Do–Check–Action’ approach to continuously improve.

All Arafura officers, employees, contractors and consultants are responsible for implementing this policy.

The Board and senior management will demonstrate leadership and support for this policy and provide resources for implementation. All personnel

Arafura Rare Earths Limited

ABN: 22 080 933 455

Level 6, 432 Murray St, Perth WA 6000

PO Box 5773, St Georges Terrace, Perth WA 6831

T: +61 8 6370 2800 | **W:** www.arultd.com | **E:** arafura@arultd.com