

# Diversity Equity and Inclusion Policy

Hillgrove Resources believes in, and is committed to, treating all people with respect, fairness and providing equality of opportunity through a diverse, equitable, and inclusive workplace congruent with our local communities and cultures. This policy applies to all employees, contractors, suppliers, and stakeholders engaged with Hillgrove Resources across all operational sites and corporate offices in Australia.

## Diversity

We respect differences in gender, age, cultural background, Indigenous heritage, disability, sexual orientation, religion, and other unique characteristics. Our goal is to build a workforce that reflects the broad diversity of Australian society and the communities in which we operate.

## Equity

We strive to provide fair and equitable opportunities for all employees. We ensure that policies, practices, and workplace culture support equal access to career progression, remuneration, and professional development.

## Inclusion

We foster an inclusive environment where all employees feel valued, respected, and empowered to contribute their skills and perspectives. We encourage open dialogue, mutual respect, and proactive engagement with underrepresented groups.

### To uphold our DEI commitments, we will implement the following initiatives:

- Build a culture that is a differentiator in the market where competition for talent is high
- Ensure non bias fair hiring practices are applied that attract and retain diverse talent.
- Provide ongoing education on cultural awareness, unconscious bias, and inclusive leadership.
- Actively support and create opportunities for Aboriginal and Torres Strait Islander peoples through employment, procurement, and community partnerships.
- Offer flexible work options where practical to accommodate diverse needs, including parental leave, disability support, and remote work.
- Conduct regular pay equity reviews and promote transparent career pathways.
- Ensure practices are in place to achieve increasing gender equality at all levels of the organisation
- Enforce zero tolerance for discrimination, bullying, and harassment in the workplace.

### Accountability and Governance

- The Board and Executive Committee will champion DEI principles and ensure integration into business strategy and provide an annual DEI report outlining progress.
- People and Culture teams will conduct employee engagement and inclusion surveys, monitor progress, review policies, and provide training.
- Employees are encouraged to uphold DEI values and report any concerns.

The implementation and monitoring of this policy will be overseen by the Hillgrove Board.

**R (Bob) Fulker**

MD & CEO Hillgrove Resources