

## Diversity Policy

### 1. Introduction

CI Resources Limited (CI Resources or the Company) respects and values the competitive advantage of “diversity” in all aspects of its business and is committed to creating a working environment that recognises and utilises the contribution of all of its employees.

This document outlines the Company’s policy on diversity. It applies to all directors, senior executive, employees and contractors of the Company. Each person has an obligation to support and respect equality, workplace diversity and ethical practices in their workplace.

### 2. Commitment

The Group is committed to providing an inclusive workplace that embraces and promotes diversity.

Diversity refers to all the characteristics that make individuals different to one another, including gender, ethnicity, religion, culture, language, sexual orientation, disability, age, domestic responsibilities or any other area of potential difference. It involves ensuring that all employees are treated with fairness and respect and have equal access to opportunities available at work.

The Company recognises that diversity in its business creates sustainable shareholder value, provides a more dynamic and enjoyable work environment and will often create new opportunities for the Company.

### 3. Compliance Requirements

The Company will meet its obligations with respect to the issue of “Diversity”, as may be required under the ASX Corporate Governance Principles and Recommendations (2nd Edition) (“ASX Principles”) and other regulatory requirements (if any).

The Company will disclose in its annual report the proportion of women employed in the Company, women in senior executive positions and women on the board.