

## DIVERSITY POLICY

### Purpose

Baralaba Coal is committed to an inclusive workplace that embraces and promotes diversity.

### Diversity Values

- Accept, value and respect each person's differences;
- Identify, assess and remove barriers that prevent the promotion of a diverse and inclusive work environment;
- Promote a workplace where people are treated in an equitable, respectful and dignified manner; and
- Encourage creativity, innovation, thoughts, ideas and actions from a range of perspectives among our people.

### Policy

When promoting and managing diversity Baralaba Coal will:

- Attract and retain a skilled and diverse workforce;
- Ensure an appropriate selection criteria based on diverse skills, experience and perspectives is used when hiring new staff. Job specifications, advertisements, application forms and contracts will not contain any direct or inferred discrimination;
- Enforce policies and procedures that comply with equal opportunity and anti-discrimination legislation; and
- Under the statutory requirements of the Workplace Gender Equality Act (2012), workplace gender equality statistics will be measured and reported annually.

### Responsibilities and compliance

All Baralaba Coal employees are responsible for understanding this policy and incorporating it into their daily work practices. Any breach of this Policy must be reported directly to the Human Resources Manager using the Grievance Form available from the Human Resources section. Anyone breaching this Policy will be subject to disciplinary action up to and including termination.

### Training

Awareness of this policy will form part of the Human Resources Induction at the time of employment commencing and refreshed bi-annually.

**Brett Garland**  
Chief Executive Officer