



# DIVERSITY POLICY

## 1. Introduction

- 1.1. Renascor Resources Limited ACN 135 531 341 (“the Company”) values a diverse and inclusive workplace and is committed to finding ways to actively support and encourage a workforce made up of individuals with diverse skills, experiences, backgrounds, and attributes.
- 1.2. This Policy sets out the Company’s approach to diversity and how it intends to promote and encourage diversity in the workplace.
- 1.3. This Policy applies to all personnel of the Company, as well as business activities under the Company’s operational control.
- 1.4. This Policy should be read in conjunction with the Company’s Code of Conduct, which sets out the core values and behaviours expected of each person working for the Company.

## 2. Diversity

- 2.1. Diversity is a term used to describe the differences and uniqueness of people, and results from a number of different factors including gender, age, nationally, ethnicity, religious beliefs, marital or family status, sexual orientation or gender identity and cultural backgrounds, as well as personal characteristics such as disabilities, medical conditions and other individual attributes.
- 2.2. An inclusive workplace values the diversity of its people, upholds the rights of every person to be treated with respect and fairness, is fair and equitable and is free of discrimination, harassment, bullying and other unlawful behaviours.

## 3. Benefits of Diversity

- 3.1. The Company recognises that a diverse workforce, which encourages a range of skills, experiences, backgrounds, and individual attributes, will provide a more inclusive workplace likely to be more free from discrimination, harassment and bullying and unlawful behaviours. It will provide a good place to work.
- 3.2. In addition, an inclusive workplace will assist the Company to attract and retain talented and experienced people who are able to work cooperatively to advance the Company’s business objectives.

Renascor Resources Limited	DIVERSITY POLICY
ASX: RNU ABN 90 135 531 341	Approved: Board of Directors 20-09-24

## DIVERSITY POLICY

- 3.3. A diverse workforce will also have a better opportunity to understand and engage with the Company's stakeholders and the various communities in which it operates.
- 3.4. The Company also recognises that it operates in a world of increasing complexity and continuous change. A diversity of inputs and approaches consistent with a diverse workforce will be more effective in addressing the issues and challenges facing our business.

## 4. Strategy

- 4.1. The Board of Renascor Resources Limited is committed to promoting and encouraging a diverse workforce and inclusive workplace by:
  - 4.1.1. Encouraging and fostering a commitment to diversity throughout the Company;
  - 4.1.2. Recognising and respecting the unique attributes of each individual in the workplace;
  - 4.1.3. Providing formal and informal training and guidance, where possible, to assist in the understanding and promotion of diversity throughout the Company; and over time, prepare employees for senior management and board positions;
  - 4.1.4. Recognising an individual's domestic responsibilities or cultural/religious obligations and adopting work practices that will assist individuals to meet those responsibilities;
  - 4.1.5. Ensuring recruitment practices at all levels are free from bias and based on a person's competencies, skills and experience;
  - 4.1.6. Taking proactive steps to prevent and stop discrimination, harassment and bullying in workplace settings; and emphasising that such behaviours cannot and will not be tolerated; and
  - 4.1.7. Continuing to develop policies, procedures, and practices to manage and monitor diversity throughout the Company.
- 4.2. Whilst in no way detracting from the Company's broader diversity commitments as outlined above, in recognising the limitations of the size of the Company's workforce and the industry in which it operates, the Company will promote and monitor progress at achieving gender diversity and actively remove any barriers which may exist to individuals entering and advancing in the Company.

## 5. Review and Publication of this Policy

- 5.1. This Policy will be reviewed regularly by the Board having regard to the changing circumstances of the Company and any changes to this Policy will be notified to affected persons in writing. Personnel should communicate all comments and concerns about this Policy to the Company Secretary.