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## Diversity Policy

Rev	Date	Description	By	Reviewed	Approved
A	23/09/2021	Issued for Use	M Blandford	M Shackleton	Board of Directors

### 1. PURPOSE

Australian Potash Limited (**APC or the Company**), the Company's stated values (as contained within the *Code of Conduct (APC-CP-BG-CO-0001)*) and all the Company's related bodies corporate are committed to workplace diversity.

Diversity includes ethnicity and cultural background, gender, age, disabilities, family status, religious beliefs, sexual orientation and gender identity, and perspective and experience. It encompasses the ways people in an organisation differ in terms of their education, life experience, job function, work experience, personality, location and carer responsibilities. It also refers to diverse ways of thinking and working.

The Company recognises the benefits arising from employee and Board diversity, including a broader pool of high quality employees, improving employee retention and motivation, accessing different perspectives and ideas and benefiting from all available talent.

### 2. SCOPE

This Policy applies to all employees, directors, contractors and visitors working for, or visiting APC and its related bodies corporate at any of the Company's business locations. It also applies wherever personnel may be as a result of their APC duties, including on-site, off-site, conference attendance or at work-related social functions.

This *Diversity Policy* does not form part of an employee's contract of employment with the Company, nor gives rise to contractual obligations. However, to the extent that the Policy requires an employee to do or refrain from doing something and at all times subject to legal obligations, the *Diversity Policy* forms a direction of the Company with which an employee is expected to comply.

This Policy should be considered in conjunction with the Company's *Equal Employment Opportunity Policy (APC-AD-HR-PY-0001)*.

The Policy is subject to change from time to time at the Company's discretion and in accordance with applicable laws. This policy is authorised by the Board of the Company and cannot be amended without the prior approval of the Board.

### 3. OBJECTIVE

This Policy provides a framework for the Company to achieve:

- (a) a diverse and skilled workforce, leading to continuous improvement in service delivery and achievement of corporate goals;
- (b) a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;
- (c) an inclusive workplace where discrimination, harassment, vilification and victimisation cannot and will not be tolerated;
- (d) improved employment, talent management and career development opportunities for women;
- (e) its commitments to indigenous employment and local community engagement;

- (f) enhanced recruitment practices whereby the best person for the job is employed, which requires the consideration of a broad and diverse pool of talent;
- (g) a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives through improved awareness of the benefits of workforce diversity and successful management of diversity; and
- (h) awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity,

(collectively, the **Objectives**).

This Policy does not impose on any Company personnel any obligation to engage in, or justification for engaging in, any conduct which is illegal or contrary to any anti-discrimination or equal employment opportunity legislation or laws in any State or Territory of Australia or of any foreign jurisdiction.

#### **4. DEFINITION & ACRONYMS**

APC or the Company	Australian Potash Limited and its subsidiaries
ASX	Australian Securities Exchange
Board	Board of Directors of the Company
Measurable Objectives	As defined in section 5.1
Objectives	As defined in section 3

#### **5. RESPONSIBILITIES**

##### **5.1 The Board's commitment**

The Board is committed to workplace diversity and supports representation of women at the senior level of the Company and on the Board where appropriate. The Board is also committed to upholding the undertakings made in the Company's Indigenous Engagement Strategy for the Lake Wells Sulphate of Potash Project which promote employment and contracting opportunities for the local community.

The Board maintains oversight and responsibility for the Company's continual monitoring of its diversity practices and development of strategies to meet the Objectives.

The Board, through the Remuneration & Nomination Committee is responsible for developing measurable objectives and strategies to meet the objectives of this *Diversity Policy* (**Measurable Objectives**) and assessing the progress of the Measurable Objectives through the monitoring, evaluation and reporting mechanisms listed below. The Board shall annually assess any Measurable Objectives (if any), and the Company's progress towards achieving them.

The Board may also set Measurable Objectives for achieving gender diversity and monitor their achievement.

The Board will consider conducting all Board appointment processes in a manner that promotes gender diversity, including establishing a structured approach for identifying a pool of candidates, using external experts where necessary.

## 5.2 Strategies

The Company's diversity strategies may include:

- (a) recruiting from a diverse pool of candidates for all positions, including senior management and the Board;
- (b) reviewing succession plans to ensure an appropriate focus on diversity;
- (c) identifying specific factors to take account of in recruitment and selection processes to encourage diversity;
- (d) developing programs to develop a broader pool of skilled and experienced senior management and Board candidates, including, workplace development programs, mentoring programs and targeted training and development;
- (e) developing a culture which takes account of domestic responsibilities of employees; and
- (f) any other strategies the Board develops from time to time.

## 6. MONITORING AND EVALUATION

The Chair of the Board will monitor the scope and currency of this Policy. Senior management is responsible for implementing, monitoring and reporting on the Measurable Objectives. Measurable Objectives as set by the Board, may be included in the annual key performance indicators for the Managing Director & CEO and senior executives.

In addition, the Board will review progress against the Measurable Objectives as a key performance indicator in its annual performance assessment.

## 7. REPORTING

The Company will disclose, for each financial year:

- (a) any Measurable Objectives set by the Board;
- (b) progress against these Measurable Objectives; and
- (c) either:
  - i) the respective proportions of men and women on the Board, in senior executive positions (including how the Company has defined "senior executive" for these purposes) and across the whole Company; or
  - ii) if the entity is a "relevant employer" under the *Workplace Gender Equality Act 2012* (Cth), the entity's most recent "Gender Equality Indicators", as defined in the *Workplace Gender Equality Act 2012* (Cth).

## 8. REFERENCES

- ASX Corporate Governance Council Corporate Governance Principles & Recommendations – 4<sup>th</sup> edition
- Governance Institute of Australia – *Good Governance Guide: Issues to consider in developing or reviewing a policy on diversity*