



Diversity and Inclusion Policy

The purpose of this Policy is to demonstrate Stanmore's commitment to ensuring a diverse, equal, respectful and inclusive workplace, and to promote a consistent approach to diversity and inclusion across the Company. Stanmore recognises that an inclusive and diverse workplace will help attract, retain and develop the best people. Stanmore believes that creating equal opportunities and embedding inclusive behaviours will enable innovative and creative decision-making.

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1. TERMS AND DEFINITIONS

In this Policy:

Diversity:	means the term used to describe the differences and uniqueness of all people. It can refer to demographic characteristics such as age, ethnicity, gender, intellectual and/or physical ability, cultural background, sexual orientation, gender identity, or intersex status. It also refers to less visible aspects, such as education, socioeconomic background, faith, marital status, family responsibilities, thinking styles, experience, and work styles.
Equity:	means the commitment to fair treatment, access, and opportunity for all individuals. It involves recognising that different people have different circumstances and barriers, and therefore, may require different resources and opportunities to achieve an equal outcome.
Inclusion:	means the way an organisation's culture, values, workplaces, and behaviours make a person feel valued, included, and able to participate fully. It relates to a work environment where all people are treated fairly and respectfully, with equality of opportunity.

2. PURPOSE

Stanmore Resources (“**Stanmore**”, “**Company**” “**we**”) is committed to developing and fostering a culture of diversity, equality and inclusiveness through valuing and respecting each person's differences.

The purpose of this Policy is to demonstrate Stanmore's commitment to ensuring a diverse, equal, respectful, and inclusive workplace, and to promote a consistent approach to diversity and inclusion across the Company.

The Board and management believe that Stanmore's commitment to this Policy contributes to achieving its strategic objectives and embeds the importance and value of diversity and inclusion within Stanmore's culture. Stanmore believes that the promotion of diversity and inclusion on the Board, in management and within all levels of Stanmore helps to achieve the following:

- A broader recruitment pool of high-quality team members by employing individuals that excel at their job irrespective of their sex, sexual orientation, age, race, ethnicity, religion, disability, physical impairment, or any other attribute;
- A supportive and understanding framework that facilitates team member retention as well as enabling team members to develop and realise their potential within the Company, irrespective of their differences;
- Inclusion of a variety of skillsets that will encourage greater innovation and improve the quality of decision-making, productivity, and teamwork;
- Enhancement of reputation through a workforce that respects and reflects the diversity of our customers and communities;
- Alignment with best practice and corporate governance responsibilities.

3. SCOPE

This Policy applies to all directors, officers, and team members; collectively referred to as team members (“you” “your”) wherever they are located.

This Policy sets out expectations, procedures, and information that team members and contractors must familiarise and comply with during their employment or engagement with Stanmore.

4. PRINCIPLES

Stanmore is committed to fostering a diverse and inclusive work environment in which everyone is treated with respect and fairness, and where everyone feels valued for their contribution. We want our diverse workforce to reflect our people and the communities in which we operate.

4.1 Diversity

Diversity at Stanmore refers to all characteristics that make individuals different from each other. It includes characteristics or factors such as religion, race, ethnicity, nationality, language, gender, sexual orientation and gender identity, age, marital status, family responsibilities, pregnancy, breastfeeding, carer responsibilities, physical or mental disability, or any other area of potential difference. Diversity also refers to diverse ways of thinking and ways of working. A diverse workplace is about the commitment to equality and the treatment of all individuals with respect.

- Stanmore is committed to gender diversity and believes it is critical that gender is not a barrier to participation in all levels of our workforce. From the initial recruitment process to becoming a Stanmore team member, we are committed to providing equal opportunities for individuals to be recognised, thrive, and succeed regardless of gender.
- Stanmore values cultural diversity among individuals and groups, and acknowledges that cultural diversity encompasses differences based on, but not limited to:
 - Race;
 - Ethnicity;
 - Nationality;
 - Language;
 - Religion;
 - Age;
 - Educational background;
 - Value and belief systems;
 - Disability;
 - Neurodiversity;
 - Sexual orientation and gender identity; and
 - Gender.

4.2 Equity

Equity involves treating all individuals fairly and justly, providing equal access to opportunities, and ensuring that everyone has what they need to be successful. Equity recognises that not everyone starts from the same place and that imbalances must be addressed so that everyone can participate fully.

4.3 Inclusion

Inclusion is the acceptance of our diverse workforce, with a focus on creating effective working relationships. We want people to feel respected and connected. We recognise the important role our leaders play in creating an inclusive culture and building inclusive teams where our team members feel they belong, are heard, and valued for their contribution to both their team and the broader Company.

5. PROMOTING AND MANAGING DIVERSITY

Stanmore is committed to an inclusive workplace that embraces and promotes diversity. This involves providing supportive and inclusive diversity-related workplace practices within our business which ensure we are recruiting from sources that will provide access to a diverse pool of candidates. We recruit in a manner that minimises bias in selection decisions and once recruited, will assist team members to maintain a healthy balance between work, family and other commitments, activities, and interests.

Our diversity and inclusion commitments:

- Applying diversity and inclusion principles to guide our actions, including demonstrating leadership and vision, considering diversity and inclusion in processes impacting our team members, suppliers, and customers;
- Ensuring outcomes from our key human resources processes, including recruitment, remuneration, performance reviews, promotion, career development, succession planning, and reward and recognition are based on fairness, equity, and performance;
- Communicating expectations and responsibilities of both leaders and team members to ensure zero tolerance for intimidation, bullying, discrimination, harassment, victimisation, or vilification and create a positive duty for team members to be respectful, proactive and support of each other;
- Implementing programs and procedures which address impediments to diversity in the workplace (such as providing access to flexible working arrangements, carer's leave, and a team member assistance program), and review these to ensure that they are accessible, available, and utilised by all team members;
- Funding these initiatives appropriately and monitoring the effectiveness of, and continue to expand on, existing initiatives designed to identify, support, and develop talented team members from a diverse range of backgrounds;
- Making reasonable efforts to understand reasons for resignations;
- Supporting fair remuneration and the objectives of pay equity;
- Empowering team members to grow and develop in an inclusive, safe, and flexible way.

6. HOW TO ACCESS THIS POLICY

This Policy will be made available on Stanmore's website (www.stanmore.au) and the intranet.

7. COMPLIANCE AND REVIEW

It is expected that all team members will always comply with this Policy. Stanmore does not tolerate behaviours that undermine a diverse workforce and inclusive workplace, including but not limited to behaviour that is unlawful such as discrimination, harassment, bullying, vilification, and victimisation.

All team members have an obligation to immediately report any breach of this Policy to their Leader or Human Resources and support other team members by providing them with access to advice and support. The Grievance Resolution Procedure and EEO & Workplace Conduct Complaint Form can be accessed on our intranet to report any issues.

If you have any concerns or questions about this Policy, please speak to your Leader or Human Resources.

If this Policy details additional benefits and entitlements over and above what the law requires, the Company is not required to provide the additional benefits and entitlements. Any additional benefits or entitlement are provided at the Company's discretion and are not a guaranteed part of a team member's employment contract. The terms and conditions of employment that are intended to be contractual are set out in a team member's written employment contract.

8. VARIATION

Stanmore reserves the right to introduce, vary, remove, or replace this Policy at any time.

Even though this Policy includes criteria and expectations, the Document Approver can use their judgment, or allow others to use judgment, when deciding how to follow the Policy. When they use their judgment for a specific situation, the Document Approver will consider possible risk, and any legal rules that apply.

DOCUMENT NOTES

Document Accountability

TERM	DEFINITION	POSITION/NAME
Document Approver	Accountable for approval and has authority to implement or significantly change the system.	Board
Document Owner	Accountable for monitoring the application of the system and advising the owner of the monitoring outcomes	Human Resources

Document Version Control

REVISION	DATE	AUTHOR	CHANGE DESCRIPTION	APPROVED BY
1	23-Aug-24	Head of Human Resources	New Policy	Board

Related Documents

TYPE	DOCUMENT TITLE
Tier 1: Policy	Code of Conduct Stanmore Values Stanmore Behavioural Framework
Tier 2: Procedure/Plan	Grievance Resolution Procedure Equal Employment Opportunity, Discrimination, Bullying and Harassment Procedure
Tier 3: Instruction/Form/ Template/Checklist	EEO & Workplace Conduct Complaint Form
Other	N/A