



Diversity Policy

1 Purpose

Global Resources Corporation Limited (“**the Company**”) is committed to workplace diversity and recognises the benefits arising from employee and Board diversity. Our policy is to recruit and manage on the basis of qualification for the position and performance; regardless of gender, age, nationality, race, religious beliefs, cultural background or sexuality.

To the extent practicable, the Company will address the recommendations and guidance provided in the ASX Corporate Governance Council’s Corporate Governance Principles and Recommendations.

2 Objectives

The Policy sets out the beliefs of the Company with respect to diversity within the Company and provides a framework for it to achieve:

- A diverse and skilled workforce, leading to continuous improvement in company performance and achievement of corporate goals;
- 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;
- Improved employment opportunities for members of local communities where the Company’s operations are based;
- A workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;
- An environment that encourages the development of necessary skills and experience for leadership roles;
- Awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity; and
- Workplaces that are free from all forms of discrimination and harassment.

The Diversity Policy does not impose on the Company, its directors, officers, agents or employees 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 overseas jurisdiction.

3 Strategies

The Company employs the following strategies to achieve the objectives of its diversity policy:

- Recruit and manage on the basis of an individual’s competence, qualification and performance;
- Recruit from a diverse pool of candidates for all positions, including key management personnel and Board appointments;
- Provide opportunities and training for members of local communities so they will become employed and contribute towards their family and community development;

- Facilitate a workplace culture that takes into account domestic responsibilities of employees; and
- Take action to prevent and stop discrimination, bullying and harassment.

4 Responsibilities

The Board is responsible for developing strategies to meet the Objectives of the Diversity Policy and monitoring the progress of the Objectives through the monitoring, evaluation, and reporting mechanisms listed below.

The Board may also set Objectives for the specific training and employment of members of local communities.

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

5 Monitoring and Evaluation

The Company is responsible for implementing, monitoring and reporting on the Objectives as established by the Board.

The board appreciates the need to have an appropriate blend of diversity both on the Board and amongst key management positions. However, given the Company's current size and small number of employees, its capacity to be diverse is restricted.

The Objectives of the Diversity Policy will be reviewed by the Board annually.