

## **DIVERSITY STANDARD**

### **1. OBJECTIVE**

Iluka seeks to attract and retain the best people while building and maintaining a diverse, sustainable and high achieving workforce. Iluka strives to provide a safe workplace that is free from harassment and discrimination and respects and encourages diversity in a workforce that reflects our communities.

To achieve the objective Iluka will:

- promote awareness of diversity within Iluka;
- integrate workplace diversity principles into company activities;
- support skills development, aligned to the needs of Iluka, in communities in which Iluka operates;
- attract, develop and retain more employees across various age ranges, people with a disability, women and indigenous people; and
- create a flexible workplace culture which assists employees to balance their responsibilities.

### **2. SCOPE**

This standard applies to all employees of Iluka Resources Limited and its wholly owned subsidiaries.

### **3. PRINCIPLES**

The principles of workplace diversity, consistent with Iluka's values and policies, are to:

- treat each other with respect and dignity;
- value the diversity of people;
- make decisions genuinely based on merit, equity and fairness; and
- take appropriate action to eliminate discrimination.

The workplace diversity principles reflects the basic principles of Equal Employment Opportunity (**EEO**).

### **3. DIVERSITY COMMITTEE**

The Diversity Committee provides a forum for a cross-section of employees to:

- advocate the benefits of diversity;
- communicate and share diversity ideas and issues; and
- raise awareness to increase employees' confidence and acceptance of diversity in Iluka workplaces.

The Committee, chaired by the Managing Director, will meet quarterly (including an annual face-to-face meeting). Smaller sub-committees will be formed to work on key focus areas.

#### **4. DIVERSITY PLAN**

The Diversity Plan provides a framework to achieve Iluka's diversity objectives. The Plan will be reviewed annually and includes:

- programs and deliverables to achieve agreed objectives;
- the approach to monitoring, reviewing and reporting diversity achievements; and
- how objectives, initiatives and achievements will be communicated to stakeholders.

#### **5. RESPONSIBILITIES**

On an annual basis the Remuneration and Nomination Committee will approve annual measurable diversity objectives and report on initiatives implemented and progress toward achieving the objectives.

The Managing Director, supported by the HR Manager, is accountable to the Board for ensuring this standard is maintained.

Management is responsible for ensuring this Standard is integrated into company activities.

Employees are responsible to contribute to the achievement of the objective and principles of this Standard.

#### **6. MONITORING AND REPORTING**

Leadership Team members will provide a progress report on diversity initiatives for their respective areas at quarterly regional and functional review meetings.

A submission will be made to the Remuneration and Nomination Committee in August (half year) and February (full year) to provide an update on progress toward the achievement of defined diversity objectives with any recommended changes to objectives as required.

A report on diversity outcomes will be included in Iluka's Annual Report to the Australian Securities Exchange.

#### **7. REVIEW**

This Standard will be reviewed annually and updated as required.