

Diversity Policy

Introduction

The Company believes that the promotion of diversity on boards, in senior management and within the organisation generally:

- broadens the pool for recruitment of high quality directors and employees;
- is likely to support employee retention;
- through the inclusion of different perspectives, is likely to encourage greater innovation; and
- is socially and economically responsible governance practice.

The Company will comply with the ASX Corporate Governance Council's Principles & Recommendations on Diversity.

The Board of Directors (Board) is responsible for adopting and monitoring the Company's diversity policy (Policy).

Purpose

This Policy sets out the beliefs and goals and strategies of the Company with respect to diversity within the Company.

Diversity within the Company means all the things that make individuals different to one another, including gender, ethnicity, religion, culture, language, sexual orientation, disability and age. It involves a commitment to equality and to the treating of one another with respect.

Selection and appointment of directors and employees

The Company is dedicated to promoting a corporate culture that embraces diversity. The Company believes that diversity begins with the recruitment and selection practices of its Board and its staff.

The Company employs new employees and promotes current employees on the bases of performance, ability and attitude.

Measureable objectives

The Board will establish measurable objectives for achieving gender diversity when it is appropriate to the size and nature of the Company's operations.

The Board will have the responsibility of assessing the measurable objectives for achieving gender diversity and will report in the Company's annual report, on the Company's progress in achieving them at this time.

Reporting compliance with measurable objectives

In its annual report, the Company will disclose:

- the measurable objectives for achieving gender diversity set by the Board in accordance with the diversity policy; and
- the progress towards achieving them.

As a part of this disclosure, the Company will disclose in its annual report, the proportion of:

- female to male employees in the whole organisation;
- females to males in senior executive positions; and
- females to males on the Board.

This Policy was adopted by the Board of Horseshoe Metals Limited on 18 November 2021