



EMERALD

RESOURCES NL

ACN 009 795 046

DIVERSITY & INCLUSION POLICY

Emerald Resources NL (Emerald) is committed to a diverse and inclusive workplace culture that promotes the engagement of diverse, qualified, capable and motivated staff at all levels of the organisation in order to deliver enhanced corporate performance, reputation and shareholder value for the Emerald group.

To achieve this policy, Emerald will endeavour:

- To recruit and retain people at every level of the organisation on the basis of their ability and performance regardless of factors such as age, cultural, ethnic or religious background, gender, nationality, physical ability or race;
- While retaining a merit-based culture for all employees across the organisation, a key focus is to seek and support, where possible, greater gender diversification in our operations and management;
- To support staff in their professional development and life balance, and promotion within the organisation;
- To regularly review pay equality to address any anomalies and any gender gaps;
- To undertake and monitor all diversity and inclusive initiatives, measuring their progress and effectiveness at least annually;
- Commit to a diverse and inclusive workplace where differences are respected and where discrimination, harassment, or victimisation is not tolerated; and
- Establish and assess measurable objectives for achieving diversity and inclusion in the composition of the Board, senior executives and the workforce generally, and will report diversity performance in the Company's annual report and the general progress towards achieving them.

This policy applies to all Emerald officers, employees and contractors engaged in activities under Emerald's control and at any and all Emerald locations.

Authorised on behalf of the Emerald Board of Directors.

Morgan Hart
Managing Director

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