

Northern Minerals Limited (NML) is committed to fostering an inclusive and diverse workforce, reflective of the communities in which we operate. Our commitment to diversity is underpinned by our values of caring for people (**Respect**), doing the right thing (**Integrity**) and looking out for ourselves, others and speaking up (**Safety**).

NML recognises that workplace diversity is a key contributor to our success. Diversity fosters creativity, contributes to an inclusive culture, assists in attracting, retaining and motivating talented employees from the widest possible pool available and enables NML to gain access to different perspectives and ideas leading to creativity, innovation and better decision making.

NML will seek to improve the diversity of our workforce via the following commitments:

- set targets for achieving improvement in diversity at all levels, in particular gender diversity and Aboriginal representation, and review progress in achieving these on a yearly basis;
- ensuring the recruitment of employees and directors is made from a diverse pool of qualified candidates and recruitment practices take into account the diversity within the communities in which we operate;
- identify and take into account specific factors in recruitment and selection processes to encourage diversity;
- provide an inclusive workplace where discrimination, harassment, vilification and victimisation cannot and will not be tolerated;
- enable and support a diverse workforce, comprised of individuals of varying gender, marital or family status, sexual orientation, gender identity, age, disability, ethnicity, religious beliefs, cultural background and socio-economic background;
- comply with all equal opportunity and anti-discrimination legislation;
- develop a culture which provides flexible work practices and takes account of domestic responsibilities of employees;
- communicate this policy to NML employees and provide education and awareness training to employees to enable them to foster safe, respectful and inclusive behaviours; and
- identify constraints to diversity success and take action to address these issues.

The Board of NML is committed to workplace diversity and supports representation of women at the senior level of the Company and on the Board. The Board maintains oversight and responsibility for this policy and for setting diversity targets. The NML Board shall monitor and annually assess measurable targets and report on the progress towards achieving these targets.

The Board and senior management are responsible for approving and monitoring the effectiveness of this policy. The Policy will be reviewed annually.

Supporting workplace diversity is the responsibility of everyone engaged with NML including directors, officers, employees, contractors and suppliers.



**Nicholas Curtis AM**  
**Executive Chairman**

19 October 2023