

Equity & Diversity Policy



MINING BY NUMBERS

CR's employees are a talented and diverse workforce that will reflect the working communities where we operate globally. We are committed to developing and maintaining an inclusive workplace where every employee is valued, treated fairly and with respect. We are committed to creating an employment climate and workplace cultures where all employees can give their best, develop and achieve their full potential.

To achieve this, we are committed to:

- Working constructively to shift our diversity profile closer to the communities where we work, including measures of culture, age and gender.
- Creating workplace environments where all individuals and groups feel welcomed, respected and valued to fully participate and contribute.
- Ensuring a working environment that is free of all forms of discrimination and harassment.
- Valuing the diversity among our employees and all those with whom we do business.
- Conducting business activities such as recruitment, promotion and remuneration of employees without regard to race, colour, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, or age.
- Complying with all relevant and applicable legislative requirements of those communities.

To achieve this, we will:

- Adhere to our Code of Conduct and be guided by our Values.
- Recruit people based on merit with a diverse range of talents to help us achieve our business goals.
- Employ the best person for the job regardless of race, colour, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability or age.
- Ensure all reports of workplace discrimination and harassment are treated seriously, promptly and fairly with due regard to the principles of procedural fairness, natural justice and confidentiality.
- Take appropriate action against individuals who engage in inappropriate conduct.
- Incorporate new and different ways of thinking, interacting and working into the way business is done.
- All Leaders will model our values to create an inclusive culture where team members are free to perform at their best and are encouraged to contribute fully to CR's future.

A handwritten signature in blue ink that reads "John Barbagallo".

John Barbagallo
Chief Executive Officer

June 2022

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