



## **Spartan Resources Ltd Group (Group)**

### **Diversity Policy**

Spartan Resources Limited respects and values diversity within the workplace.

It believes the promotion of diversity within the organisation:

- Assists in attracting, recruiting, engaging and retaining high quality employees
- Encourages greater innovation, enhanced work practices and productivity
- Is socially and economically responsible governance practice

For the purposes of this policy, diversity refers to the visible and invisible differences that exist between people including (but not limited to) ethnicity and cultural background, gender, age, disabilities, family status, religious beliefs, sexual orientation and gender identity, and perspective and experience.

Spartan Resources Limited aims to promote a corporate culture that embraces diversity by:

- Promoting the principles of merit and fairness when making decisions about recruitment, development, promotion and remuneration
- Recruiting from a diverse pool of qualified candidates, where appropriate engaging professional assistance and advertising vacancies widely
- Reinforcing with our workforce that in order to have a properly functioning and diverse workplace, discrimination, harassment, vilification and victimization will not be tolerated
- Continuing to review and develop policies and procedures to ensure diversity within the Group

The Group will set measurable objectives for achieving gender diversity and will assess annually both the objectives and the Group's progress in achieving them.

This policy will be regularly reviewed by the Board to ensure continued effectiveness and improvement.

**George Bauk**  
**Non-Executive Chairman**

**Richard Hay**  
**Managing Director/CEO**