

DIVERSITY POLICY

INTRODUCTION

This policy:

- supports the commitment of SensOre Ltd (**SensOre** or the **Company**) and its related bodies corporate to be an inclusive workplace that embraces and values diversity;
- is aligned with the Company's values to foster inclusion at all levels of the organisation;
- provides a framework for new and existing diversity-related initiatives, objectives, strategies and programs within the business of the Company;
- supports the commitment of the Company to informing shareholders regarding its progress towards implementation and achievement of its diversity objectives; and
- supports the commitment of the Company to compliance with the ASX Corporate Governance Principles and Recommendations (4th Edition).

BENEFITS OF DIVERSITY

Workplace diversity refers to the variety of differences between people in an organisation. Diversity encompasses political and other opinion, gender, race, ethnicity, disability, age, sexual orientation, family responsibilities, cultural background and views and more.

SensOre recognises that a talented and diverse workforce is a key competitive advantage and its success is a reflection of the quality and skills of its people. The Company benefits by bringing together high-quality people who possess a diverse range of experiences, skills, backgrounds and perspectives.

SensOre values diversity in all aspects of its business and is committed to creating an environment where the contribution of all its personnel is received fairly and equitably.

OBJECTIVES

Workplace diversity contributes to achieving SensOre's corporate objectives and enhances its corporate image and reputation. To this end, the Company aims to:

- attract, recruit and retain the right people from a diverse pool of high-quality candidates;
- make informed and innovative decisions, drawing on a wide range of ideas, experiences, approaches and perspectives that employees from diverse backgrounds, with differing skill sets bring to their roles; and
- better represent the diversity of its stakeholders and the global community in which the Company operates.

STRATEGY

SensOre seeks to achieve these objectives by:

- recruiting and managing based on competence and performance regardless of age, ethnicity, gender, disability, sexual orientation, religious affiliation, political affiliation, domestic responsibilities, pregnancy (or potential pregnancy), or cultural background;
- providing equal opportunities for recruitment, promotion and succession based on merit, performance and potential;
- designing and implementing internal programs and processes that will assist in the development of a broader and more diverse pool of skilled and experienced employees and that, over time, will prepare them for senior management and board positions;
- monitoring human resource management decisions and processes to ensure they are free of conscious and unconscious bias;
- fostering an inclusive, supportive and respectful culture wherein discrimination, harassment, vilification and victimisation are not tolerated to enable all personnel to reach their full potential;
- respecting the unique attributes that each individual brings to the workplace;
- where practicable, enabling flexible work practices to assist all personnel to meet their domestic and community responsibilities;
- establishing and reviewing measurable diversity objectives; and
- fostering a culture that empowers people to act in accordance with this policy.

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BOARD COMPOSITION AND SELECTION

The Company's Board Charter provides that the board should be made up of directors:

- with an appropriate range of skills, experience and expertise including directors of different ages, ethnicities and backgrounds;
- who can understand and competently deal with current and emerging business issues; and
- who can effectively review and challenge the performance of management, and exercise independent judgment.

ACHIEVING GENDER DIVERSITY

The Board will:

- annually review and assess both the measurable objectives for achieving gender diversity and the Company's progress in achieving them;
- disclose in the Company's Annual Report for each relevant financial year both its objectives for achieving gender diversity and its progress in achieving those objectives; and
- disclose in the Company's Annual Report for each relevant financial year the proportion of women employees in the whole organisation, women in senior executive positions and women on the Board.

APPLICATION & REVIEW

The board of SensOre takes responsibility for monitoring the implementation and effectiveness of this policy.

The board has delegated to the nomination and remuneration committee the responsibility to set measurable objectives for achieving gender diversity in the composition of the board, senior executives and workforce generally.

This policy applies to all personnel engaged by SensOre and under SensOre's operational control. Every employee within SensOre is responsible for supporting and maintaining SensOre's corporate culture and integrity, including its commitment to diversity in the workplace.

This policy will be periodically reviewed to ensure that it is effective and continues to meet the needs of the Company.

The Board may change this policy from time to time by resolution.

INTERACTION WITH OTHER LEGISLATION

This policy applies to the extent that it does not conflict with equal employment opportunity and anti-discrimination legislation in jurisdictions in which the Group operates.

QUESTIONS

Any questions about this policy should be directed to the chief executive officer and the human resources & safety manager.

APPROVED AND ADOPTED

This policy was approved and adopted by the board.

DOCUMENT CONTROL

REVIEW LOG

Last Review Date	Reviewer	Next Scheduled Review Date
July and August 2021	Co Sec and MinterEllison	1 August 2022

CHANGE LOG

Version	Brief description of change	Approval Date	Approver
1	Initial version drafted	1 June 2020	R Taylor
2	Updated draft	17 August 2021	Board
3	Questions contact updated	19 July 2022	CEO