

METAL BANK LIMITED DIVERSITY AND EQUAL OPPORTUNITY POLICY

1. Introduction

Metal Bank Limited and its related entities (*the Company or Metal Bank*) appreciate the value inherent in a diverse board of directors and workforce. Metal Bank values the differences between people and the contribution these differences make to its business. Increased diversity will assist with attraction and retention of staff with a wide variety of capabilities, ideas and insights, workforce participation at all levels, improved performance, greater innovation and with the achievement of corporate goals. Metal Bank is committed to maintaining a working environment which provides equal opportunity to all employees and that is free from unlawful discrimination, workplace harassment and bullying. In accordance with its values set out in its Code of Conduct, Metal Bank is committed to ensuring that all employees are treated fairly, with dignity and respect.

2. Scope

This Diversity and Equal Opportunity Policy (**Policy**) applies to all directors, officers, employees, corporate and individual contractors and subcontractors, consultants of the Company and its subsidiaries and all visitors to Company workplaces (**Personnel**).

3. Purpose

The Policy is intended to provide an overview of the principles and processes used by the Company to promote diversity, equal opportunity and a safe working environment for all Personnel, free from unlawful discrimination, harassment and bullying.

4. Policy

Metal Bank is committed to developing, maintaining and supporting a diverse workforce. Diversity may result from a range of factors including gender, age, race, marital status, relationship status, family responsibilities, religion, cultural heritage, lifestyle, education, physical ability, sexual orientation, socio-economic background or other factors.

Metal Bank is committed to providing a work environment in which all Personnel are treated fairly and with respect, where equal opportunity is provided to all Personnel and that is free from unlawful discrimination, workplace harassment and bullying.

Metal Bank will:

- communicate this Policy and related procedures to all Personnel and other stakeholders as appropriate;
- aim to achieve diversity, including gender diversity, in its Board and at all levels of its workforce;
- introduce procedures to ensure that the policy is implemented throughout the Company;

- adopt recruitment processes which are non-discriminatory, (except for programs specifically targeted to promote increased opportunity for identified groups such as recruitment of people within a local community or people considered to be historically disadvantaged or unrepresented), ensure recruitment for Board and Personnel positions are based on merit from a diverse pool of qualified candidates possessing a combination of abilities, skills, knowledge and potential, and which ensure appropriate diversity throughout the Company to maximize the achievement of corporate goals;
- promote a corporate culture which embraces and supports workplace diversity and recognizes that employees at all levels of the Company have domestic responsibilities;
- adopt procedures ensuring that all employee's performance will be reviewed against the Company's Values and this Policy;
- ensure that all contractors are required to comply with this Policy;
- adopt procedures to ensure that all decisions associated with career advancement will be determined on merit;
- not tolerate harassment, bullying and unfair or unlawful discrimination in its workplaces;
- take action and adopt procedures to encourage the creation of a workplace free from harassment, bullying and unfair or unlawful discriminatory practices and behaviour; and
- implement programs to educate and build the understanding of Personnel of their responsibilities under this Policy and to achieve diversity, equal opportunity and ensure workplaces are free of harassment, bullying and unfair or unlawful discrimination.

Approved by the Board

14 December 2017