

DIVERSITY POLICY
KIMBERLEY DIAMONDS LTD
ABN 95 150 737 563

1. Introduction

This document sets out the policy of Kimberley Diamonds Ltd (KDL or the Company) in relation to diversity.

The Company's vision for diversity incorporates a number of different factors, including gender, ethnicity, disability, age, business and educational experience.

2. Scope

This policy applies to all KDL employees, including contractors acting on the Company's behalf and includes the recruitment and selection process, terms and conditions of employment including pay, promotion, work assignment, training and any other aspect of employment.

3. Objectives

The key objectives of this policy for KDL are to achieve:

- a. a diverse and skilled workforce, leading to continuous improvement in service delivery and the achievement of corporate goals;
- b. a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;
- c. improved employment and career development opportunities for women including participation in senior management and at Board level; and
- d. awareness in all staff of their rights and responsibilities with regard to fairness, equity and respect for all aspects of diversity,

collectively, the Objectives.

4. Benefits

Diversity contributes to the achievement of corporate objectives. KDL recognises the benefits arising from employee and board diversity, which include:

- a. being able to attract people with the best skills and attributes;
- b. more lateral problem solving ability and greater opportunities for innovation;
- c. improving employee retention rates; and
- d. accessing different perspectives and ideas.

The increased focus on diversity at all levels of the business will reinforce the importance of equality in the workplace ensuring all employees are treated with fairness and respect, and have equal access to opportunities available at work.

5. Employment Considerations

In all employment situations, merit will be the determining factor. Employees and applicants for employment will be assessed on their merits, without regard to race, age, sex, marital status or any other factor not applicable to the position. Employees are evaluated for employment and advancement opportunities based on achievement, experience and the ultimate value they could bring to a role.

Recruiting for all staff positions, including senior management, will be from a diverse pool of candidates in accordance with the guidelines of this policy. The Company's recruitment process will be focused on criteria designed to ensure that the best people are chosen for the available positions recognising the benefits that diverse experience, perspectives and approaches can bring.

6. Measurable Objectives

The Board is responsible for developing strategies with a view to progressing towards achieving gender diversity (Measurable Objectives) and for monitoring the progress of the Measurable Objectives through appropriate evaluation and reporting structures.

7. Reporting

The Board will include in the Annual Report each year:

- a. Measurable Objectives as set by the Board, if any;
- b. progress towards the Measurable Objectives, if any; and
- c. the proportion of men and women on the employees in the whole organisation, at senior executive level and at Board level.

8. Further information

Any person who has questions about this policy or who requires further information should contact the Company Secretary.

9. Review of this Policy

This policy may be amended by the Board of Directors.