

## Our Approach to People and Culture

### Our Approach

ASM recognises that our people make our purpose, vision and strategic plan happen. As we continue to progress as an organisation, nurturing a culture of safety, innovation, equal opportunity and integrity amongst our workforce, is essential to retain our people and enable them to excel.

We also know that our world has changed, and the best talent now demands that we take a sustainable and responsible approach to mining, processing and metals production; we must have societal benefit and shared values at our core.

Our approach is intended to ensure ESG and sustainability are central to our strategy, to enable all of our people to get involved and understand the impact that their roles have on our environment and the community, and to our collective prosperity.

### Our Policies

ASM maintains an overarching **Code of Conduct; Safety, Health and Sustainability Policy; Human Rights Policy; Diversity Policy** and **Speak Up Policy** (all available on our [website](#)) which are enhanced by our company-wide values.

### Our Principles

We will:

- Always meet legal and regulatory requirements in the jurisdictions where we operate
- Value diversity and inclusion
- Respect the human rights of our employees
- Create a safe workplace and maintain proper occupational health and safety practices commensurate with the nature of ASM business and activities
- Maintain a workplace committed to equal employment opportunity and free from any kind of discrimination, harassment, or intimidation of employees

ASM values diversity as an asset and strength, acknowledging its potential as a source of vitality, creativity, productivity, and growth within our business. Diversity involves recognising and valuing the unique contribution people can make because of their individual background and different skills, experiences, and perspectives, including persons with co-existing domestic responsibilities. Diversity encompasses a range of factors such as age, gender, disability, ethnicity, marital or family status, religious or cultural background, sexual orientation, and gender identity.

We are committed to actively managing diversity as a means of enhancing ASM's performance by recognising and utilising the contribution of diverse skills and talent from our directors, officers, and employees.

## Our Management

ASM commits to building and valuing a diverse, professional, and empowered workforce that authentically represents the community we serve - a workforce that fosters a culture of inclusiveness and embraces the diversity of its people.

We recognise that companies that are diverse in age, gender identity, race, sexual orientation, physical or mental ability, ethnicity, and perspective are not only proven to outperform those that do not but are also better places to work.

We are developing a workforce culture to ensure that everyone feels valued respected and empowered to perform their duties free from discrimination or harassment, in a safe environment.

We demonstrate our commitment by:

- Promoting diversity and inclusion best practice as a proud active member of the Diversity Council Australia, and participating in industry led initiatives to support change
- Maintaining an ongoing focus on a diverse gender balance and participation across the organisation
- Promoting value-based behaviours by acting with integrity, respecting each other, and appreciating the contribution each person makes to our organisation
- Continuously reviewing our recruitment and selection practices to ensure we attract a broad range of candidates and guard against any conscious and unconscious biases
- Developing, monitoring, and measuring the achievement of all diversity objectives

ASM commits to supporting and encouraging any person with concerns about actual or suspected unethical, unlawful, or other undesirable conduct at our company, to Speak Up and report their concerns.