



# **HORIZON GOLD LIMITED**

ACN 614 175 923

## **DIVERSITY POLICY**

Version 1 – Sept 2016 (following review and approval by the full Panoramic Board)

# HORIZON GOLD LIMITED

## ("HRN" or "the Company")

### DIVERSITY POLICY

#### 1. INTRODUCTION

Horizon Gold Limited and all of its related bodies corporate (**HRN** or the **Company**), are committed to workplace diversity. HRN recognises the benefits arising from employee and board diversity, including a broader pool of high quality employees, improving employee retention, accessing different perspectives and ideas and benefiting from all available talent.

Diversity includes, but is not limited to, gender, age, ethnicity and cultural background.

To the extent applicable, in light of the Company's size and nature, the Company has adopted The Corporate Governance Principles and Recommendations (3rd Edition) as published by ASX Corporate Governance Council (**Recommendations**). The full Board of HRN will undertake the tasks typically carried out by an audit committee, a nomination committee and a remuneration committee.

HRN is required to have its own employment related policy, and this HRN policy (**Diversity Policy**) is to complement that existing documentation. This Diversity Policy does not form part of an employee's contract of employment with HRN, nor does it give rise to contractual obligations. However, to the extent that the Diversity Policy requires an employee to do or to refrain from doing something and at all times subject to legal obligations, it forms a direction of HRN with which an employee is expected to comply.

#### 2. OBJECTIVES

The Diversity Policy provides a framework for HRN to achieve:

- a diverse and skilled workforce, leading to a continuous improvement in service delivery and achievement of corporate goals;
- a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;
- improved employment and career development opportunities for talented women;
- increased participation and employment opportunities for indigenous people beyond the levels established in existing co-existence agreements;
- a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives through improved awareness of the benefits of workplace diversity and successful management of diversity, and at all times recognising that employees may have restrictions placed on them by domestic responsibilities outside the work-place, and;

- awareness in all staff of their rights and responsibilities with regards to fairness, equity and respects for all aspects of diversity,
- collectively, the **Objectives**.

The Diversity Policy does not impose on HRN, its directors, officers , agents, or employee and obligation to engage in, or justification for engaging in any conduct which is illegal or contrary to any anti-discrimination or equal employment opportunity legislation or laws in any State or Territory of Australia or of any foreign jurisdiction.

### **3. RESPONSIBILITIES**

#### **3.1 The HRN Board's Commitment**

The HRN Board (**Board**) is committed to workplace diversity, with a particular focus on supporting the representation by talented women at the senior level of HRN management and on the Board.

The Board is responsible for developing, where possible, measurable objectives and strategies to meet the Objectives of the Diversity Policy (**Measurable Objectives**) and is responsible for monitoring the progress of the Measurable Objectives through various monitoring, evaluation and reporting mechanisms.

The Board will conduct all Board appointment processes in a manner that promotes gender diversity, including establishing a structured approach for identifying a pool of suitable candidates and using external advisors where necessary.

#### **3.2 Strategies**

HRN's diversity strategies include:

- recruiting from a diverse pool of candidates for all positions, including senior management and the Board;
- reviewing succession plans to ensure an appropriate focus on diversity;
- identifying specific factors to take account of in recruitment and selection processes to encourage diversity;
- developing programs to develop a broader pool of skilled and experienced senior management and board candidates, including workplace development programs, mentoring programs and targeted training and development; and
- any other relevant strategies that the Board develops from time to time.

### **4. MONITORING AND EVALUATION**

The Board will monitor the scope and currency of this policy and is responsible for implementing, monitoring and reporting on the Measurable Objectives as established by the Board.

As required, Measurable Objectives set by the Board will be included in the annual key performance indicators for the Managing Director and senior executives.

In addition, the Board will review progress against the Objectives as a key performance indicator in its annual performance assessment.

## **5. REPORTING**

The Board will ensure that the Policy is made publically available on the Company's website.

Pursuant to the Recommendations, the Board will include in the Company's Annual Report each year:

- Progress against achieving the Objectives;
- Measurable Objectives as set by the Board;
- Separately, the percentage of women and men employed within the entire Company, at the senior management level and at the Board level;
- The percentage of indigenous employees at the Company's Gum Creek Project in the Eastern Goldfields; and
- A statement as to the mix of skills and diversity which the Board is looking to achieve in membership of the Board.