



# BELLEVUE

## GOLD

Equal Employment Opportunity  
and Diversity Policy

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## 1. INTRODUCTION

Bellevue is committed to workplace diversity and inclusion at all levels of Bellevue and to creating a working environment that values the contribution of all its employees. It is the intention of Bellevue that all matters related to employment and career progression are free from discrimination regardless of gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, cultural background, socio-economic background, perspective and experience. This Policy reflects Bellevue's values.

Bellevue 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.

In order to have an inclusive workplace, Bellevue does not tolerate discrimination, harassment, vilification and victimisation and will ensure ethical practices throughout the recruitment process and full employment cycle.

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

To the extent practicable, Bellevue will address the recommendations and guidance provided in the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (as amended from time to time).

This Policy does not form part of an employee's contract of employment with Bellevue, nor gives rise to contractual obligations. However, to the extent that this Policy requires an employee to do or refrain from doing something and at all times subject to legal obligations, this Policy forms a direction from Bellevue with which an employee is expected to comply.

## 2. OBJECTIVES

This Policy provides a framework for Bellevue to achieve:

- (a) a diverse and skilled workforce, leading to continuous improvement in service delivery and 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;
- (d) a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives through improved awareness of the benefits of workforce diversity and successful management of diversity; and
- (e) awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity; and
- (f) a recruitment process that is free from discrimination by ensuring that selection for jobs and career progression will be determined by an individual's merit, competency, qualifications and ability to effectively perform the role,

(collectively, the **Objectives**).

This Policy does not impose on Bellevue, the Directors, Officers, Bellevue's agents or employees, any 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 Board's commitment**

The Board is committed to workplace diversity, with a particular focus on supporting the representation of women at the senior level of Bellevue and on the Board.

The Board, with assistance from the Health, Safety and Sustainability Committee, is responsible for developing measurable objectives and strategies to meet the Objectives (**Measurable Objectives**) and monitoring the progress of the Measurable Objectives through the monitoring, evaluation and reporting mechanisms detailed below.

The Board will also set Measurable Objectives for achieving gender diversity and Indigenous employment targets and monitor their achievement. In line with the Corporate Governance Principles and Recommendations (4th Edition) published by the ASX Corporate Governance Council, if the Company is in the ASX 300 Index at the commencement of the reporting period, the Measurable Objective for achieving gender diversity in the composition of the Board, is to have not less than 30% of its Directors of each gender within a specified period.

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 candidates, and using external experts where necessary.

#### **3.2 Strategies**

Whilst always committed to ensuring that Bellevue recruits, employs and develops the best possible people, Bellevue's diversity strategies include:

- (a) recruiting from a diverse pool of candidates for all positions, including senior management and the Board;
- (b) the requirement of at least one female candidate to be shortlisted for all appointments including executive and Board positions if a suitably qualified candidate exists in the applications;
- (c) the Company to set a measurable objective (whilst in the ASX 300) to have at least 30% of Directors from each gender;
- (d) reviewing succession plans to ensure an appropriate focus on diversity;
- (e) identifying specific factors to take account of in recruitment and selection processes to encourage diversity;

- (f) 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;
- (g) provide opportunities for employees on extended parental leave to maintain their connection to the entity;
- (h) promote workplace structures that assist employees balance their work, family and other responsibilities effectively and assist in the development of a more diverse pool of skilled and experienced employees whilst improving performance;
- (i) developing a culture which takes account of domestic responsibilities of employees; and
- (j) any other strategies the Board develops from time to time.

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

The Health, Safety and Sustainability Committee will monitor the progress and report to the Board on the effectiveness of diversity related initiatives.

The Board will monitor the scope and currency of this Policy annually.

Bellevue is responsible for implementing, monitoring and reporting on the Measurable Objectives.

Measurable Objectives must be reviewed and set annually.

Measurable Objectives as 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 include in the Annual Report each year:

- (a) the Measurable Objectives set by the Board for that year;
- (b) progress against the Measurable Objectives; and
- (c) either:
  - (i) the proportion of women employees in the whole organisation, at senior management level and at Board level; or
  - (ii) if the Company is a 'relevant employer' under the Workplace Gender Equality Act, the Company's most recent 'Gender Equality Indicators', as defined in and published under that Act.

## 6. DEFINITIONS

In this Policy:

**Bellevue** means BGL and its wholly owned subsidiaries.

**BGL or Company** means Bellevue Gold Limited.

**Board** means the board of directors of the Company.

**Director** means the a director of the Company.

**Measurable Objectives** has the meaning given to that term in section 3.1.

**Objectives** means has the meaning given to that term in section 2.

**Officer** means an officer of the Company.

**Policy** means this Equal Opportunity and Diversity Policy.

## Review History

<b>Doc number:</b>	BGL-CGP-POL-006
<b>Doc owner:</b>	General Manager – People & Company Culture
<b>Approved by:</b>	Board
<b>Last Review Date:</b>	20 November 2024