

Diversity Policy

Fe Limited
ACN 112 731 638



Introduction

The Board of Fe Limited (**Company**) is committed to workplace diversity. The Company recognises the benefits arising from diversity and seeks to attract individuals who strive for excellence and embrace the Code of Conduct.

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

Objectives

The objective of this Diversity Policy is to provide a framework for the Company to achieve:

- A diverse and skilled workforce, leading to continuous improvement in achieving corporate goals;
- A workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;
- Improved employment and career development opportunities for women;
- 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
- Awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity.

Strategies

The Company'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 the recruitment and selection processes to encourage diversity;
- Developing programs to develop a broader pool of skilled and experienced senior management and board candidates, including targeted training and development;
- Developing a culture which takes account of domestic responsibilities of employees; and
- Any other strategies the Board develops from time to time.

Performance Evaluation

Please refer to the Company's Performance Evaluation Policy for details on the performance evaluation of the Board.

Reporting

The Board will include on their website each year:

- Measurable Objectives, if any, set by the Board;
- Progress against achieving the Objectives; and
- The proportion of women employees in the whole organisation, at senior management and Board level.

Review of Policy

The Board shall review this Policy annually.

This Policy was approved by the Board of the Company on 4 September 2019.