DIVERSITY POLICY

Coppermoly believes that an inclusive culture and a diverse workforce supports a high performance.

Coppermoly benefits by bringing together talented people of different gender, age, ethnicity and cultural backgrounds who possess a diverse range of experiences and perspectives. In particular this helps create an environment where innovative ideas support Coppermoly to realise its potential and corporate goals in a global market. Coppermoly supports diversity in its workforce by:

- Treating all employees fairly and with respect and dignity as detailed in the Corporate Code of Conduct Policy;
- Actively and flexibly promoting a culture that values diversity and tolerance of differences, including the delivery of training and cultural awareness programs and distribution of education materials;
- Ensuring that the work performance standard, training and development standard and the succession process provide learning and development opportunities to develop the skills and experience necessary for employees to be more effective and to be considered for advancement to more senior roles, including the executive team and the Board;
- Ensuring that applicants and employees of all backgrounds are encouraged to apply for, and have fair opportunity to be considered for, all available roles;
- Developing nationalised workforces in our international operations, with a specific focus on engaging local communities;
- Ensuring that Coppermoly policies and procedures encourage diversity and address specific barriers to groups of employees, such as those with domestic responsibilities, by making reasonable provision for the special needs of these employees, by means such as the flexible working arrangements, parental leave and other leave standards, and recognising and rewarding innovative strategies to accommodate diverse groups within the workforce;
- Setting, reviewing and reporting annually, measurable objectives;
- Complying with all anti-discrimination and equal opportunity legislation; and
- Initiating and supporting actions in our communities which foster diversity and equal opportunities.

Maurice Gannon
Director & Company Secretary
Coppermoly Limited

25 May 2011

Reviewed and adopted at Board Meeting 2 Aug 11