



# PALADIN

Clean energy. Clear future.

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## DIVERSITY POLICY

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## 1 PURPOSE

- (a) Paladin Energy Limited (**Paladin**) is committed to workplace diversity and recognises the benefits of employee and board diversity arising from the recruitment, development and retention of a talented, diverse and motivated workforce. Paladin's aim is to be an employer of choice.
- (b) Diversity is all the things that make individuals different to one another, including, but not limited to, gender, ethnicity, religion, culture, language, disability, age and marital status. Within Paladin, there is a commitment to equality and treating one another with respect.

## 2 SCOPE

- (a) This policy applies to:

- (i) executive and non-executive directors (**Directors**);
- (ii) full-time, part-time and casual employees (**Employees**); and
- (iii) contractors, consultants and advisers (**Contractors**)

of Paladin Energy Ltd, Paladin group companies and any joint ventures under Paladin's operational control.

- (b) The Directors, Employees and Contractors are collectively referred to in the Diversity Policy as **Paladin Personnel**.
- (c) The Diversity Policy does not impose on Paladin, its Directors, Employees or Contractors 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 overseas jurisdiction.

## 3 STRATEGY

Paladin's diversity objectives will be achieved by:

- (a) The Board of Directors (**Board**) establishing, and reviewing on an annual basis, measureable objectives in support of diversity that will be transparent, achievable over a period of time and fit for purpose;
- (b) Recruiting and managing a diverse and skilled workforce on the basis of an individual's competence and performance, and recognising the importance of having the right person for the right job;
- (c) Ensuring the workforce best represents the talent available in the communities in which Paladin's assets are located and its employees reside;
- (d) Establishing a work environment and culture that values and respects the unique attributes that each individual brings to the workplace;
- (e) Fostering an inclusive and supportive culture to enable people to develop to their full potential;
- (f) Offering flexible work practices to all Employees;



- (g) Encouraging an awareness in all Paladin Personnel of their rights and responsibilities with regard to fairness, equity and respect for all aspects of diversity; and
- (h) Ensuring workplaces are free from all forms of discrimination and harassment.

#### **4 RESPONSIBILITIES AND REVIEW**

- (a) The Board and Chief Executive Officer of Paladin are accountable for ensuring this policy is implemented.
- (b) The Board will review Paladin's diversity practices at least annually and will monitor progress toward the achievement of measurable objectives.
- (c) Paladin reserves the right to review, vary or revoke this policy at any time.

**Note: All references to the Chair of the Board, Chief Executive Officer, Company Secretary and Chief Financial Officer refer to those officers of Paladin Energy Ltd.**

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| <b>Date adopted:</b>   | 6 July 2011      |
| <b>Last amendment:</b> | 18 March 2015    |
| <b>Last review:</b>    | 15 December 2020 |

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