

Diversity Policy

Australian Zircon is committed to developing an inclusive culture by employing a diverse workforce, and valuing individual differences and perspectives. Through embracing diversity, Australian Zircon will achieve improved organisational outcomes in all business areas. Workforce diversity may relate to gender, age, disability, ethnicity, marital or family status, religious or cultural background, sexual orientation and gender identity.

To meet this commitment, Australian Zircon will:

- Create a culture where diversity is embraced and individual difference is understood, respected and valued.
- Ensure that discrimination, harassment, vilification and victimisation is not tolerated at any level of the organisation by developing, implementing and evaluating the appropriate protocols and procedures.
- Implement recruitment and selection procedures that eliminate any conscious or unconscious bias and ensure a diverse range of candidates are considered for all roles.
- Aim to employ a workforce that reflects the communities of our project areas, where appropriate.
- Aim to achieve gender diversity in all levels of our organisation.
- Implement a workforce development program that aims to develop and promote a diverse group of employees with a range of skills and experiences.
- Use equitable performance management processes and offer fair remuneration and reward based on performance.
- Adopt flexible work practices to assist our workforce to fulfil any domestic duties and responsibilities they may have.
- Set, monitor and report on performance indicators that measure the achievement of diversity objectives with the aim to continuously improve performance.
- Comply with all legal and regulatory obligations in relation to equal opportunity, diversity and inclusion, as a minimum.