

# Diversity Policy

## 1. Introduction

Sun Resources NL (“**Sun**” or the “**Company**”) is committed to workplace diversity.

Sun recognises the benefits of diversity where people from different backgrounds can bring fresh ideas and perceptions. Sun is committed to managing diversity as a means of enhancing the Company’s performance and organisational capabilities by recognising and utilising the contribution of diverse skills and attributes of all of its directors, officers and employees.

Diversity involves recognising and valuing the unique contribution people can make because of their individual background and different skills, experiences and perspectives. Diversity may result from a range of factors including age, gender, ethnicity, cultural background or other personal circumstances.

To the extent practicable, Sun will address the recommendations and guidance provided in the ASX Corporate Governance Council’s Corporate Governance Principles and Recommendations (“ASX Principles”).

## 2. Objectives

Sun encourages diversity in employment and in the composition of its Board as a means of ensuring that the Company has access to the appropriate mix of skills and talents to enable it to conduct its business and achieve the Company’s goals in an effective manner.

## 3. Diversity Strategies

Measures designed to promote diversity at Sun include:

### **Recruitment**

The Board will promote appropriate selection criteria based on diverse skills, experience and perspectives when hiring new staff including Board members.

### **Career Development and Promotion**

Sun facilitates equal employment opportunities based on relative ability, skills, performance and potential.

### **Safe Work Environment**

Sun helps to build a safe work environment by taking action against inappropriate workplace and business behaviour.

### **Development Programs**

Sun is involved in programs such as targeted training and development to improve the quality of decision making, productivity and teamwork.

### **Succession Plans**

Sun plans for succession in key areas of the business through training and multi tasking.

### **Monitoring and Evaluation**

Sun will monitor the scope and currency of this policy.

## **4. Responsibilities**

### **Board of Directors**

The Diversity Policy provides for the Board to develop an appointment process for future directors that takes diversity of background into account to fit and enhance the Board skills matrix.

In order to promote the specific of gender diversity, the Diversity Policy requires that the selection process for Board appointments must involve the following steps:

- I. A short-list identifying potential candidates for the appointment must be compiled to include at least one female candidate; and
- II. If, at the end of the selection process, a female candidate is not selected, the Board must be satisfied that there are objective reasons to support its determination.

The Board will proactively monitor Company performance in meeting the standards outlined in this Policy. This will include an annual review of the diversity objectives set by the Board.