



ABN 63 009 193 980

BLACKTHORN RESOURCES LIMITED

DIVERSITY POLICY

January 2012

BLACKTHORN RESOURCES LIMITED

DIVERSITY POLICY

1. Purpose

- 1.1 Blackthorn Resources values a diverse and inclusive workplace and is committed to finding ways to actively support and encourage a workforce made up of individuals with diverse skills, experiences, backgrounds and attributes.
- 1.2 This Policy sets out the Blackthorn Resources' approach to diversity and how the Company intends to promote and encourage diversity in the workplace.
- 1.3 This Policy applies to all Blackthorn Resources' personnel, including directors, employees and contractors, as well as business activities under Blackthorn Resources' operational control.
- 1.4 This Policy should be read in conjunction with Blackthorn Resources' Code of Conduct which sets out the core values and behaviours expected of each person working for the Company.

2. Diversity

- 2.1 Diversity is a term used to describe the differences and uniqueness of people, and results from a number of different factors including gender, age, nationality, ethnicity, religious beliefs and cultural backgrounds, as well as personal characteristics such as disabilities, medical conditions and other individual attributes.
- 2.2 An inclusive workplace values the diversity of its people, upholds the rights of every person to be treated with respect and fairness, is fair and equitable and is free of discrimination, harassment, bullying and other unlawful behaviours.

3. Benefits of Diversity

- 3.1 Blackthorn Resources' recognises that a diverse workforce, which encourages a range of skills, experiences, backgrounds and individual attributes, will provide a more inclusive workplace free from discrimination, harassment and bullying and unlawful behaviours. It will provide a good place to work.
- 3.2 In addition, an inclusive workplace will assist the Company to attract and retain talented and experienced people who are able to work cooperatively to advance the Company's business objectives.
- 3.3 A diverse workforce will also have a better opportunity to understand and engage with the Company's stakeholders and the various communities in which it operates.
- 3.4 Blackthorn Resources also recognises that it operates in a world of increasing complexity and continuous change. A diversity of inputs and approaches

consistent with a diverse workforce will be more effective in addressing the issues and challenges facing our business.

4. Strategy

4.1 The Board of Blackthorn Resources is committed to promoting and encouraging a diverse workforce and inclusive workplace by:

- Encouraging and fostering a commitment to diversity throughout the Company;
- Recognising and respecting the unique attributes of each individual in the workplace;
- Providing training and guidance, where possible, to assist in the understanding and promotion of diversity throughout the Company;
- Recognising an individual's domestic responsibilities or cultural/religious obligations;
- Ensuring recruitment practices are managed free from bias on the basis of a person's competencies, skills and experience;
- Taking proactive steps to prevent and stop discrimination, harassment and bullying in the workplace;
- Continuing to develop policies, procedures and practices to manage and monitor diversity throughout the Company.

4.2 Whilst in no way detracting from the Company's broader diversity commitments as outlined above, in recognising the limitations of the size of the Company's workforce and the industry in which it operates, the Company will promote and monitor progress at achieving gender diversity and actively remove any barriers which may exist to women entering and advancing in the Company.

5. Review and Publication of this Policy

5.1 This Policy and its effectiveness will be reviewed at least annually by the Board.

5.2 The key features of this Policy will be outlined in Blackthorn Resources' annual report, including progress at achieving gender diversity.

5.3 The Policy will be made available to Blackthorn Resources' shareholders on request.

5.4 A copy of this Policy will be made available on Blackthorn Resources' website www.blackthornresources.com.au.

**Approved and adopted by the Board of Blackthorn Resources Limited on
24 January 2012.**