



Diversity Policy

**ARK MINES LTD
ACN 123 668 717**

Table of Contents

1. Introduction	1
2. Aim of Policy	1
3. Guidelines.....	1
4. Administering the Policy.....	1-2
5. Reporting on Policy Implementation.....	2

1. Introduction

This document sets out the Diversity Policy of Ark Mines Ltd (Ark).

This policy applies to all Ark employees, including contractors and consultants acting on the company's behalf and includes the recruitment and selection process, terms and conditions of employment including pay, promotion, work assignment, training and any other aspect of employment.

2. Aim of Policy

Ark aims to contribute positively to the success of the company by promoting a high performance culture that draws on the diverse and relevant experience, skills, expertise, perspectives and the unique personal attributes of its Board members and employees.

The company is committed to managing diversity as an employer by reflecting its values of respect, integrity, honesty and personal commitment in maintaining and valuing the differences a diverse workforce brings.

3. Guidelines

- Ark undertakes to treat all employees, partners, contractors, consultants and suppliers fairly and equally regardless of and not limited to, their gender, age, culture/ethnicity, language, religious beliefs, disabilities and flexible workplace requirements.
- Ark is committed to valuing diversity by maintaining a safe work environment by taking action against inappropriate workplace behaviour including discrimination, harassment, bullying, victimisation and vilification.
- The Company will promote a corporate culture that values diversity and tolerates differences by developing and offering work arrangements that help to meet the needs of a diverse work force.
- Ark undertakes that the recruitment of employees and directors will be made impartially from a diverse field of suitably qualified candidates.
- The recruitment process will be focused on a criteria designed to ensure that the best people are chosen for the right positions recognising the importance that diverse experience, perspectives and approaches can bring.
- Ark will provide its employees with opportunities to develop skills and experience for career advancement, learning and development.
- Ark will establish measurable objectives for gender diversity and will monitor and review the effectiveness of this policy and associated procedures.

4. Administering the Policy

The Remuneration and Nomination Committee appointed by the Directors has the responsibility for supervision of this policy.

Employees are responsible to ensure that they:

- comply with the guidelines of this policy;
- promote the spirit of diversity and equal opportunity; and

- report any questionable business practices that may breach this policy to the Chairman for investigation.

5. Reporting on Policy Implementation

In each Annual Report Ark will disclose the measureable objectives which it has set for implementation of this policy and progress towards achieving such objectives including the proportion of women employees in the company.