

1 PURPOSE AND OBJECTIVES

Diversity is about recognising, respecting and valuing differences based on gender, ethnicity, colour, age, race, religion, disability, national origin and sexual orientation. It also includes a vast range of individual characteristics and experiences, such as leadership and communications style, career path, life experience, educational background, marital status, parental status and other variables that influence personal perspectives. These personal perspectives result in different ways to approach challenges, solve problems, propose suggestions, make decisions and perceive opportunities and as such Diversity is also about diversity of thought.

OZ Minerals believes that a diverse workforce is the best means of creating the deepest possible talent pool from which to recruit which must inevitably lead to a more effective workforce.

OZ Minerals seeks to provide fair and equal access for employees to all employment opportunities. Diversity management seeks to proactively support and manage the similarities among and differences between employees in a belief that it will assist the Company to achieve its goals and objectives and offer a sustainable competitive advantage having regard to the industry in which it operates and locations in which it operates. OZ Minerals' goals in this area are:

- to attract retain and develop the best talent available
- to provide a workplace in which everyone feels welcome;
- to ensure that work opportunities and advancement are available to all; and
- to enable everyone to contribute to the achievement of the Company's goals.

The Policy provides guidance for the development and implementation of relevant policies, programs, plans and initiatives to recognise and promote workforce diversity across all work areas of the Company, underpinning the Company's Values of Respect, Integrity, Action and Results.

The Company retains the discretion to review and amend this Policy having regard to emerging business needs, legislative requirements and other relevant considerations.

2 SCOPE

The Policy applies to all employees and officers of the Company.

3 PROGRAMS AND INITIATIVES TO PROMOTE DIVERSITY

To develop a diverse workforce that is representative of broader society while employing the best talent available is an evolutionary process. The Company will review regularly the areas of diversity on which it needs to focus to progress this.

Gender diversity and the training and development of indigenous employees are two areas of specific focus and the Company has set measurable targets for this (Appendix 1). The Company also intends to establish and review programs and initiatives to achieve the diversity objectives and targets.

These programs, which are described in more detail below, include:

- engendering a culture that values and promotes the importance of diversity and respects differences in backgrounds including gender, and that attracts a diverse workforce;
- ensuring that the Company has in place attraction, selection and promotion policies that encourage applicants and employees of all backgrounds to apply for, and be considered for available positions; and
- ensuring that the Company's policies and procedures embrace the intent and application of this Policy and which is conducive to attracting and retaining a diverse workforce.

3.1 MEASURABLE OBJECTIVES

The Company believes that the setting of measurable targets, regular workplace profile analysis and reporting on target progress are critical success factors to achieving the Company's diversity objectives, particularly in the focus area of improving the proportion of women employed at all levels in the Company.

The Board, with the assistance of the Nomination & Remuneration Committee, is responsible for assessing on an annual basis the progress of the Company towards achieving its diversity objectives including by overseeing the establishment and implementation by management of internal review mechanisms to assess the effectiveness of the Policy.

3.2 ATTRACTION, SELECTION AND PROMOTION

The Company operates in a highly competitive industry sector where there is strong demand for high calibre employees and Board members. The Company seeks to ensure that selection and recruitment decisions should be based on merit and that no person or group of people will be treated less favourably or more favourably than another.

However, with regard to the focus area of improving the proportion of women employed by the Company, the Company intends to;

1. Actively encourage women to apply for vacant positions
2. Create and foster a female talent pool
3. Require external recruitment suppliers to provide a balance of talented and qualified men and women in a candidate shortlist
4. Ensure attraction and selection process and tactics are targeted at sourcing talented and qualified women
5. Set targets for the proportion of women to be employed by the Company based upon merit,, at different levels, including at the Board level.

3.3 POLICIES AND PROCEDURES

The Company's policies and procedures provide employees with guidelines for behaviour and task performance. They give expression to our values and are a key factor in reinforcing the Company's culture.

Where new Company policies are developed or existing policies are reviewed, the principles of this policy as well as our legislative obligations will be integrated into the policy and improvement opportunities sought. The Company is also committed to ensuring all other Company Policies embrace the intent and application of the Diversity Policy.

3.4 VALUES, COMMUNICATION AND CULTURE

The Company recognises workplace diversity provides the right platform for building an inclusive workplace culture that respects people as individuals and values their differences. We embrace workforce diversity as a

source of strength and agree that it is not only about creating visible differences in the workforce but, most importantly, it seeks the strategic advantage that comes from incorporating a wide variety of capabilities, ideas and insights in problem solving and decision making.

The OZ Minerals Values are – Respect, Integrity, Action and Results

3.5 DEVELOPMENT, CAREER AND SUCCESSION PLANNING

The Company believes that every employee should have the opportunity to develop and achieve their potential. To support our employees the Company will source programs that meet the needs of unique and individual needs of our employees or groups of employees especially those who are under-represented in the workforce compared with the general population.

3.6 WORK AND LIFE

The Company recognises that one of the biggest inhibitors to a sustainable mining industry career for many people relates to the low level of part-time opportunities, the nature of fly in fly out operations, long hours of work and the need to balance work and family responsibilities.

We believe that employees should be measured by their output, deliverables, values and behaviours and their contribution to the Company. It is our goal to create a working environment that is fair, flexible, promotes personal and professional growth and benefits from the capabilities of its diverse workforce.

There are a number of flexible arrangement options that are available to some staff depending upon their role requirements and their work location, and include:

- Flexible working hours
- Part-time work
- Annual leave at half pay (double the amount of leave)
- Company paid parental leave
- Carer's leave
- Job sharing
- Telecommuting

Flexible arrangement queries should be directed to the employee's manager and then be formalised through the development of an HR record. It is not always possible to accommodate requests for flexible arrangements. In such cases, the Company will endeavour to provide the applicant with feedback on why the employee's application was not accepted.

4 AUDIT AND REVIEW

The Diversity Policy should be reviewed at least annually.

APPENDIX 1 – 2011 WORKPLACE DIVERSITY TARGETS

Subject to the overriding objective that all appointments be made on the basis of merit, the Company believes that the setting of measurable targets, regular workplace profile analysis and reporting on target progress are critical success factors to achieving the Company's diversity objectives, particularly in respect of improving the proportion of women employed by the Company.

The targets we have in place help measure how diversity is managed and valued including how diversity is integrated into business and workforce planning.

The measurable targets are as follows:

- At least one female Board Director at all times
- At least 25% women in Job Band A, B, C, D, E and F by end of June 2011.
- At least one Indigenous Australian in Job Band B (supervisor / degree qualified professional) by end of December 2011
- Where multiple entry level operational roles are being recruited at least one will be reserved for a female applicant (includes graduate/apprenticeship/cadetship positions) commencing 1 January 2011.

5 GUIDANCE

If you have any questions arising from this Diversity Policy, please contact:

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APPROVED BY THE OZ MINERALS LIMITED BOARD ON 8 FEBRUARY 2011.