OZ Minerals Limited (OZ Minerals) is an Australian modern mining company listed on the Australian Securities Exchange (ASX) which specialises in exploring for, developing and operating copper, gold and base metal projects. OZ Minerals continually strives to be a global market leader and a partner of choice in the resource sector with a clear strategy and effective governance that support value creation for all our stakeholders.

Objective

The objective of this Diversity and Inclusion Policy is to foster a culture that values individual differences which are leveraged to deliver optimal outcomes for OZ Minerals.

Scope and Implementation

This policy applies to all employees, directors, officers, consultants and contractors of OZ Minerals and its subsidiaries (Employees and Contractors). Complete and consistent implementation of this policy and its supporting standards and procedures are required across all of OZ Minerals’ assets. Adherence will be verified through regular audit and review processes.

Commitment

To meet the objective of this Diversity and Inclusion Policy OZ Minerals will:

• integrate diversity and inclusion into the way we work
• develop an inclusive work environment regardless of age, gender, race, national or ethnic origin, cultural background, experience, social group, marital status, religion, language, political beliefs, sexual orientation and physical ability
• provide appropriate levels of training, development and mentoring to ensure our Employees and Contractors understand and promote a diverse and inclusive workplace
• implement and manage programs and initiatives to address identified diversity and inclusion challenges
• provide a great place for our employees to work, succeed and grow as individuals
• meet or exceed our legal and regulatory obligations in relation to providing a fair and equitable workplace in the jurisdictions we operate
• ensure our standards and procedures encourage different skills, experience and perspectives
• review and approve measurable objectives to achieve a diverse and inclusive workplace
• monitor, maintain and improve, where required, diversity and inclusion risks through the use of robust systems, governance and assurance processes
• use this policy as the basis for developing new, and maintaining existing, standards and procedures which relate to this policy
• make our Employees and Contractors aware of this policy.

Andrew Cole
Managing Director and Chief Executive Officer
February 2016