



## DIVERSITY POLICY

### Vision

Zeus Resources Limited ("**Zeus**" or "**the Company**") is committed to building an inclusive workplace that embraces and promotes diversity.

We value and respect the unique contributions of people with diverse backgrounds, experiences and perspectives and recognise that team members may assume changing responsibilities throughout their careers.

### Objectives

The Company has a number of objectives in place to continually work towards its vision. These objectives include:

- Continue to recognise and celebrate our multicultural diversity and grow our workforce to reflect the diversity of the Australian population;
- Continue to grow the number of women employed by the Company;
- Continue to assist indigenous Australians to access employment opportunities through our Company; and
- Provide people with disability employment opportunities and career advancement.

### Principles

We reward and promote our employees based on assessment of individual performance, capability and potential. The Company is committed to providing opportunities that allow individuals to reach their full potential irrespective of individual background or difference.

### Policies and Procedures

Policies and procedures implemented to promote diversity include:

- Recruitment policy designed to attract candidates on merit;
- A code of conduct that encourages fair treatment of employees and the reporting of unethical behaviour;
- Policies to provide flexible work practices, such as flexible working arrangements;

### Measures and Accountabilities

The CEO will monitor the progress and report to the Board on the effectiveness of diversity related initiative, however, due to the size of the Company, many of the objectives are aspirational at this stage in the Company's development. Measurable objectives on which the Company will report will be introduced as the Company grows.

This policy was approved by the Board on 29<sup>th</sup> September 2021.

### Signed on behalf of the Board of Directors

A handwritten signature in black ink, appearing to read "Dongfeng Zhang", is written over a faint, light-colored signature line.

**Dongfeng Zhang**  
Chairperson