

# Diversity and Inclusion Policy

We seek to attract and retain the best people while building and maintaining a diverse, sustainable and high achieving workforce. To achieve this objective, Deterra Royalties Limited (the **Company**) strives to provide a safe and inclusive workplace, regardless of age, gender, race, religion, ethnicity, language, sexual orientation, disability, political belief, marital status or any area of potential difference, that is free from harassment and discrimination, and is representative of the wider communities in which we operate.

Our commitments.

We will:

- value and respect our people and the unique contributions they provide
- create an inclusive workplace culture that empowers our people to demonstrate our values and achieve extraordinary performance; and
- attract, develop and retain employees with diverse backgrounds and skillsets.

## How we support diversity and inclusion

The Company seeks to achieve a diverse and inclusive workforce by:

- setting and disclosing measurable objectives for achieving gender diversity;
- reporting on the Company's progress towards achieving diversity objectives in our annual Corporate Governance Statement, reporting on:
  - a) the respective proportion of men and women employees on the Board, in senior management positions, and across the whole workforce (including how the Company defines 'senior management' for these purposes); or
  - b) if applicable, the Company's most recent 'Gender Equality Indicators' as defined by the *Workplace Gender Equality Act 2012* (Cth).

## Review

The People and Performance Committee is responsible for the review and oversight of this Policy. In executing this role, the People and Performance Committee will, with the appropriate support and input from management:

- review on an annual basis the effectiveness of this Policy, its objective and the strategies outlined above, which aim to achieve the objective; and
- report to the Board on the outcomes of its review, including any recommendations for changes to those strategies or the way in which they are implemented.