

DIVERSITY POLICY

Operating across a range of locations internationally, Sundance Resources Limited (“**Company**”) and its subsidiaries (“**Group**”) are committed to a high performance culture within its workforce, enhanced by the diversity of its employees, while respecting International, Sovereign and Australian laws.

The Company recognises the value of a diverse work force and believes that diversity improves business decisions and business results, increases stakeholder satisfaction and promotes realisation of the Company vision. Diversity may result from a range of factors including but not limited to gender, age, ethnicity and cultural backgrounds. We believe these differences between people add to the collective skills and experience of our workforce and that the organisation benefits by selecting from all available talent.

In order to achieve this, the Company shall:

- Ensure diversity is incorporated into the vision, values and practices of the Company;
- Facilitate equal employment opportunities based on job requirements using recruitment and selection processes that ensure we select from a diverse pool;
- Engage professional search and recruitment firms when needed to enhance our selection pool;
- Help to build a safe work environment by acting with care and respect at all times, ensuring there is no discrimination, harassment, bullying, victimisation, vilification or exploitation of individuals or groups;
- Develop flexible work practices to meet the differing needs of our employees and potential employees while satisfying the requirements of the business operations;
- Attract and retain a skilled and diverse workforce;
- Enhance Corporate citizenship through a workforce that respects and reflects the diversity of our stakeholders and communities that we operate in;
- Make a contribution to the economic, social and educational well-being of all of the communities it serves;
- Meet the relevant requirements of domestic and international legislation appropriate to the Company’s operations;
- Create an inclusive workplace culture; and
- Establish measurable diversity objectives and monitor and report on the achievement of those objectives annually.

It is the responsibility of all Directors, officers, employees and contractors to comply with the Company’s Diversity Policy.

The Board will review annually Company progress toward achieving its diversity objectives however as a consequence of the severe downturn in the International Iron Ore Market over the last two to three years, the Company has had to face many challenges which have impacted on all of the stakeholders.