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## DIVERSITY AND INCLUSION POLICY

### OUR COMMITMENT TO DIVERSITY AND INCLUSION

Highlands Pacific Limited (“the Company”) is a Papua New Guinean (PNG) diversified mineral resources company. The Company strives to create an inclusive culture in which differences are recognised and valued. By bringing together men and women from diverse backgrounds and giving each person the opportunity to contribute their skills, experience and perspectives, we believe that we are able to deliver the best solutions to challenges and deliver sustainable value for the Company and its stakeholders.

### WHAT DIVERSITY AND INCLUSION MEANS FOR HIGHLANDS

- Embracing workforce diversity – age, gender, race, national or ethnic origin, religion and physical ability.
- Valuing diversity of perspective – leveraging the diverse thinking, skills, experience and working styles of our employees and other stakeholders.
- Respecting stakeholder diversity – developing strong and sustainable relationships with communities, employees, governments and suppliers.

### WHY DIVERSITY AND INCLUSION ARE IMPORTANT

We believe that being a diverse and inclusive organisation improves outcomes and will help the Company to achieve its vision to create shareholder wealth through exploration, development and operation of its resource projects. The benefits include:

- making good decisions about how we organise and optimise resources and work by eliminating structural and cultural barriers to working together effectively;
- protecting our exploration licences by recognising, respecting and taking into account in our decisions, the needs and interests of diverse stakeholders;
- delivering strong performance and growth by being able to attract, engage and retain diverse talent;
- innovation by drawing on diverse perspective, skills and experience of our employees and other stakeholders; and
- adapting and responding effectively to changing societal expectations.

### HOW WE SUPPORT DIVERSITY AND INCLUSION AT HIGHLANDS

Our commitment to diversity and inclusion aligns with our values of accountability, respect, teamwork and integrity. Diversity and inclusion are supported at the highest levels in the Company, by the Board. The Board has established this policy and, together with other key management personnel, guides the development of diversity and inclusion strategy and reviews progress against measurable objectives and key programs of work. The implementation of these objectives is overseen by the Company’s Board through the Managing Director and Chairman.

We are an equal opportunity employer. We employ on the basis of role requirements, and in keeping with local laws, we select people to roles based on their qualifications, skills and experience. We do not discriminate unfairly on grounds of age, gender, race, national or ethnic ethnicity, language or physical ability. Our recruitment, deployment, reward and development practices are designed to attract and retain diverse talent.

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We are committed to developing productive, mutually beneficial and long-term relationships with diverse groups of stakeholders. We work to accommodate the different cultures, lifestyles, heritage and preferences of our local communities; we create opportunities for local suppliers to provide goods and services to our business.

#### **OUR MEASURABLE OBJECTIVES FOR DIVERSITY INCLUSION**

The Board has yet to set measurable objectives due to the current size of its workforce. The Company's priority is to employ nationals wherever possible and to promote and give opportunities to women.

