



CANNON

RESOURCES

DIVERSITY & INCLUSION POLICY

Approval Date	April 2023
Review Date	April 2024
Last Update	April 2023

Diversity & Inclusion Policy

Cannon Resources Limited ACN 646 149 902 (**Company**).

1 Introduction and Purpose

This Diversity & Inclusion policy (**Policy**) has been established by the board of directors (**Board**) of the Company to highlight the Company's commitment to diversity and inclusion.

The Company recognises that diversity should be broadly understood and encompasses gender, age, ethnicity, religious and cultural background, language, marital or family status, and disability. The Company recognises that diversity contributes to the Company's business success and benefits individuals, clients, teams, and stakeholders.

The Company also recognizes that promoting diversity alone is not sufficient and that creating an inclusive workplace is paramount. As such, the Company will strive to promote diversity and equal opportunity and create an environment where individual differences are valued, and all Personnel have the opportunity to realise their potential and contribute to the Company's success.

2 Scope

This Policy applies to the Company's Board of Directors (**Board**), officers and employees (**Personnel**).

3 Diversity & Inclusion

Diversity recognises and values the contribution of people with differences in background, experience and perspectives. At the Company, diversity means:

- (a) an inclusive workplace that embraces individual differences;
- (b) a workplace that is free from discriminatory behaviours and business practices including discrimination, harassment, bullying, victimisation and vilification;
- (c) equitable frameworks and policies, processes and practices that limit potential unconscious bias;
- (d) equal employment opportunities based on capability and performance;
- (e) awareness of the different needs of employees;
- (f) the provision of flexible work practices and policies to support employees; and
- (g) attraction and retention of a diverse range of talented people.

The Company aspires to achieve the objectives in this Policy and is committed to ensuring that its corporate culture and values at all levels supports diversity and inclusion in the workplace whilst maintaining a commitment to a high level performance culture.

4 Training and Resources

The Board is responsible for designing and overseeing the implementation of this Policy.

The Directors of the Company will be responsible for embedding and promoting a strong diversity framework

within the Company's systems and culture, fostering an inclusive workplace and monitoring the effectiveness of this Policy.

The Company recognises that it needs to provide management with appropriate guidance in order to foster a value for diversity within its Management culture. To achieve this, the Company is committed to providing its management with the appropriate training and resources to understand the benefits of diversity in recruitment strategies and day-to-day management strategies.

The Company will use its best endeavours to promote diversity in its recruitment and foster an inclusive workplace. The Board will also be required to develop initiatives that will promote and achieve diversity goals.

5 Personnel's Responsibilities

All Personnel are required to act in a manner that supports diversity and inclusion within the workplace and promotes the objectives set out in this Policy. Employees are encouraged to provide feedback to management regarding programs or initiatives which will improve the Company's approach to diversity and inclusion in the workplace.

6 Measurable Objectives

The Company recognises that gender diversity amongst its Personnel:

- (a) broadens the pool of high-quality directors and employees;
- (b) is likely to support employee retention;
- (c) is likely to encourage greater innovation by drawing on different perspectives;
- (d) is a socially and economically responsible governance practice; and
- (e) will improve the Company's corporate reputation.

Subject to the size and operations of the Company, the Board may adopt measurable objectives to assist the Company to achieve gender diversity and review the Company's progress in meeting these objectives and the effectiveness of these objectives each year.

The Board will designate an officer that will be responsible for:

- (a) recommending such measurable objectives to the Board in light of the Company's general selection policy for Personnel; and
- (b) reporting to the Board on the Company's progress towards achieving its measurable objectives each year. This report will include a review of the relative proportions of men and women at all levels in the organisation.

7 Review of the Policy

This Policy shall be reviewed annually by the Board to ensure that it is operating effectively and ascertain whether changes are required to the Policy.