



SheffieldResources
LIMITED

DIVERSITY & INCLUSION POLICY

PREAMBLE

The Board of Sheffield Resources Limited ("Sheffield" or "the Company") and all its related bodies corporate are committed to workplace diversity and inclusive practices.

The Company recognises the benefits arising from employee and Board diversity, including a broader pool of high-quality employees, improving employee retention, accessing different perspectives and ideas and benefiting from all available talent.

Diversity includes, but is not limited to, gender, age, ethnicity and cultural background.

To the extent practicable, the Company will address the recommendations and guidance provided in the ASX Corporate Governance Council's *Corporate Governance Principles and Recommendations*.

The Diversity & Inclusion Policy does not form part of an employee's contract of employment with the Company, nor gives rise to contractual obligations. However, to the extent that the Diversity & Inclusion Policy requires an employee to do or refrain from doing something and at all times subject to legal obligations, the Diversity & Inclusion Policy forms a direction of the Company with which an employee is expected to comply.

DIVERSITY AND INCLUSION GOALS

The Diversity & Inclusion Policy provides a framework for Sheffield to achieve:

- A discrimination free workplace;
- improved employment and career development opportunities for women and the indigenous community where we operate;
- promotion of a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives through improved awareness of the benefits of workforce diversity; and
- awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity.

The Diversity & Inclusion Policy does not impose upon Sheffield, its directors, officers, agents or employee any obligation to engage in, or justification for engaging in, any conduct which is illegal or contrary to any anti-discrimination or equal employment opportunity legislation or laws in any State or Territory of Australia or of any foreign jurisdiction.

RESPONSIBILITIES

The Board is committed to workplace diversity, with a particular focus on supporting the representation of women and indigenous within senior levels of the Company.

The Board is responsible for developing measurable objectives and strategies to meet the Objectives of the Diversity & Inclusion Policy (Measurable Objectives) and monitoring

the progress of the Measurable Objectives through the monitoring, evaluation and reporting mechanisms listed below. The Board shall annually assess the Measurable Objectives, and the Company's progress (if any) towards achieving them.

The Board may also set Measurable Objectives for achieving gender diversity and monitor their achievement.

The Board will conduct all Board appointment processes in a manner that promotes diversity, including establishing a structured approach for identifying a pool of candidates, using external experts where necessary.

The Company's diversity strategies include:

- recruiting from a diverse pool of candidates for all positions, including senior management and the Board;
- reviewing succession plans to ensure an appropriate focus on diversity & inclusion;
- identifying specific factors to take account of in recruitment and selection processes to encourage diversity & inclusion;
- developing programs to develop a broader pool of skilled and experienced senior management and Board candidates, including, workplace development programs, mentoring programs and targeted training and development; and
- developing a culture which takes account of domestic responsibilities of employees.

MONITORING & REPORTING

The Chairman will monitor the scope and currency of this policy.

The Company is responsible for implementing, monitoring and reporting on the Measurable Objectives.

Measurable Objectives as set by the Board will be included in the annual key performance indicators for the Board and Key Management Personnel.

The Board will include in the Annual Report each year the Measurable Objectives, if any, set by the Board and progress against the Measurable Objectives, including if applicable, measurement of practices in accordance with the Workplace Gender Equality Act.

AMENDMENT OF THIS POLICY

This policy has been adopted by the Board. Any amendment to this policy can only be approved by the Board.

REVIEW OF THIS POLICY

The Company Secretary will periodically conduct a review of this policy and the effectiveness of Sheffield's standards of conduct with respect to the objects of this policy to ensure compliance with the law and determine the extent to which the ASX

Corporate Governance Council's Principles and Recommendations ("ASX Principles") have been met. The Company Secretary will report to the Board with his or her recommendations for consideration by the Board.

DISCLOSURE

A copy of this policy should be made available on Sheffield's website and is to be made available to shareholders of Sheffield upon request.