

THIS POLICY (the “Policy”) was adopted by the Board of Directors (the “Board”) of New World Resources Plc (“NWR”) on 15 May 2013.

Diversity policy

1. Purpose

NWR recognises the importance of diversity in the workplace and believes that the business gains from a wide range of skills and a variety of different backgrounds. NWR is committed to maintaining a collaborative working environment, which in turn furthers operational efficiency. Importantly, promoting workplace diversity at NWR promotes the interests of our stakeholders, and thus helps us to protect and maintain our social license to operate.

Improving workplace diversity is a core value expressed in NWR’s Code of Ethics and Business Conduct.

2. Scope

This Policy applies to NWR as well as all entities directly or indirectly controlled by NWR (the „Group Entities“ and together the „Group“). References to NWR shall, where relevant, include all Group Entities.

3. Commitment

3.1. Respect

NWR is committed to treating people fairly with mutual respect, irrespective of their personal backgrounds.

3.2. Non-Discrimination

NWR is committed to eliminating all forms of unlawful discrimination and harassment, incl. bullying, victimisation and vilification in the workplace. NWR applies a zero tolerance policy to any form of discrimination on the basis of age, gender, ethnicity, race, nationality, language, disability, religion, sexual orientation or marital status. This list is non-exhaustive.

This commitment goes beyond a mere compliance with our legal obligations, but represents a Group-wide promise to maintain a workplace where all staff can work without fear of unacceptable workplace conduct affecting them.

3.3. Equal Opportunity and Merit

NWR is committed to provide equal employment opportunities based on relative ability, performance and potential. NWR’s goal is to ensure that a diverse talent pool is accessed and retained, and all employees are provided with equal opportunities to achieve their full potential at NWR. Fair, objective and unbiased (merit) criteria shall be used for selection and promotion decisions.

3.4. Supportive Measures

NWR is committed to continuous development of specific measures and practices (such as flexible work arrangements) that enhance diversity and meet the differing needs of the Group’s employees.

4. Objectives

The Nomination Committee shall review objectives for achieving diversity (gender in particular) and/or any of its aspects for each year. NWR will disclose these objectives annually in its Annual Report and Accounts and Sustainability Report.

5. Complaints

- 5.1. All complaints under this Policy should be reported through the Whistleblower Procedure.
- 5.2. All complaints will be dealt with promptly and confidentially.
- 5.3. No employee will suffer adverse consequences for raising complaint in good faith.

6. Review and Amendments

The Nomination Committee shall review the implementation of the Policy and progress made at least annually. This Policy shall be reviewed regularly by the Nomination Committee, which shall also propose any changes thereto to the Board for approval.

7. Guidance

Further clarification on the Policy can be obtained from the Group’s Company Secretary.