



STELLAR RESOURCES LIMITED

DIVERSITY POLICY

JUNE 2012

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VISION

Stellar Resources Limited (the Company), as the context permits is committed to workplace diversity. Stellar 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.

Stellar values diversity in all aspects of its business and is committed to creating an environment where the contribution of all its personnel is received fairly and equitably.

OBJECTIVES

The Company has a number of objectives in place to continually work towards its vision. These objectives include:

- a diverse and skilled workforce, leading to continuous improvement in service delivery and achievement of corporate goals;
- a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;
- improved employment and career development opportunities for women;
- 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 successful management of diversity; and
- awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity.

STRATEGY

Stellar seeks to achieve these objectives by:

- recruiting and managing on the basis of competence and performance regardless of age, ethnicity, gender or cultural background;
- providing equal opportunities based on merit;
- fostering a culture that empowers people to act in accordance with this policy;
- fostering an inclusive, supportive and respectful culture to enable all personnel to reach their full potential;
- respecting the unique attributes that each individual brings to the workplace; and
- establishing and reviewing measurable objectives, particularly on gender diversity.

APPLICATION

The Board and Chief Executive Officer of Stellar are responsible for monitoring and ensuring this policy is implemented. In addition, the Board and Chief Executive Officer will review progress against the objectives as a key performance indicator in its annual performance assessment.

The Board will include in the Annual Report each year:

- measurable objectives, if any, set by the Board; and
- progress against the objectives.



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