

INCLUSION AND DIVERSITY POLICY



1. OUR COMMITMENT

At South32, inclusion and diversity is a core element of our culture. We know an inclusive and diverse workforce is safer and allows for greater collaboration, innovation and performance.

We are committed to building and maintaining an inclusive and diverse workforce that reflects the communities in which we operate.

We consider inclusion and diversity in tandem, grounded in mutual respect, where each person's unique differences are recognised, valued, and celebrated.

Our vision for diversity considers the broadest definition of difference, including but not limited to gender, ethnicity, nationality, cultural background, geographic location, language/accents, religious beliefs, socio-economic background, neurodiversity, disability, physical attributes, appearance, age, education, family responsibilities and sexuality.

2. MEETING OUR COMMITMENT

To meet our commitment to inclusion and diversity we will:

1. Publish annual Inclusion and Diversity Measurable Objectives. These Measurable Objectives, which are approved by the Board, will include quantitative output measures and action-oriented input measures.
2. Develop an annual Inclusion and Diversity Action Plan. This Plan, which will be approved by the Chief Executive Officer, will define our Group level inclusion and diversity goals for the financial year, aligned to our Inclusion and Diversity Measurable Objectives.
3. Embed our commitment to inclusion and diversity into our culture, strategy and ways of working.
4. Strengthen the diversity of our senior leadership, having regard to the strategic objectives of the Company, the skills, expertise and background of the candidate and diversity.
5. Identify, evaluate and manage risk which may impact our ability to deliver our Inclusion and Diversity Measurable Objectives and Action Plan in line with our Risk Management Framework.
6. Establish clear mandates and responsibilities for managing, monitoring and reporting on our inclusion and diversity performance.
7. Report to the Board and shareholders at least yearly, on our progress towards achieving our Inclusion and Diversity Measurable Objectives and Action Plan, and the Inclusion and Diversity Measurable Objectives and Action Plan for the subsequent financial year.

3. WHAT GUIDES US

Our Inclusion and Diversity Policy is underpinned by applicable legislation and guided by international standards and initiatives as well as the South32 values and Code of Business Conduct. We regularly monitor the developments of international inclusion and diversity standards and frameworks and their applicability to our business.

4. SCOPE AND APPLICABILITY

This Policy applies to all Directors, employees and third parties who act on behalf of South32 and those operations that are operated by South32. We expect our non-controlled joint ventures and contractors to adopt standards of conduct consistent with ours and as relevant.

This Policy will be reviewed every two years, and revised and re-published where necessary, to ensure that it remains current.

Adopted on 7 May 2015
Revised on 26 July 2023