

DIVERSITY POLICY

Document Owner	GENERAL MANAGER HUMAN RESOURCES		
First Originated	23-May-11	Approval Date	23-May-11
Issue Date (this revision)	23-May-11	Archive Date	
Next Revision Date	23-May-12	Printed	

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1. OVERVIEW

St Barbara Limited (**Company**) recognises that an inclusive and diverse workforce supports a high performance culture and is actively seeking to enhance the diversity of the workforce, the senior management team and Board of Directors.

The Company is therefore committed to promoting a culture that embraces diversity, and to illustrate this commitment, the Company has developed the Diversity Policy (**Policy**).

The Policy is targeted at addressing the Company's current underrepresentation of certain groups, particularly women, and to actively facilitate a more diverse and representative workforce and management structure, whilst ensuring that the best qualified and experienced people are recruited and retained according to the Company's circumstances at all times.

The Company is committed to:

- creating a workplace that promotes equal opportunity and diversity;
- maintaining a workplace where all employees, potential employees, and contractors are able to perform their duties free from all forms of unlawful discrimination and harassment;
- identification of ways to promote a culture which embraces diversity, including the recruitment of employees and board members from a diverse pool of qualified candidates;
- understanding and articulating the benefits arising from employee and board diversity; and,
- ensuring daily activities, practices and procedures across the Company are carried out in accordance with this Policy.

The Company will foster tolerance in the workplace. It will promote the prevention of unlawful discrimination on grounds including but not limited to gender, race, marital or family status, age, sexual orientation, disability, religious or political beliefs.

2. SCOPE

Although the Company recognises that the concept of diversity incorporates a number of different factors, gender has been identified as a key area of immediate focus and importance for St Barbara.

Specifically, the Company is committed to achieving adequate representation of women on the Board of Directors and within senior management roles.

The Company intends for this policy to be read in conjunction with its Equal Employment Opportunity Policy Statement.

This policy may be amended from time to time.

3. SELECTION OF DIRECTOR PROCESSES

The Board will undertake the following selection processes:

1. The Board will develop selection processes to enhance gender diversity including detailing the skills and diversity criteria that the Board is ideally seeking in Board membership candidates.
2. The Board will regularly evaluate the effectiveness of succession plans to ensure that an appropriate mix of skills, experience, expertise and gender diversity is maintained on the Board.

3. Where possible, the Company will have a formal and transparent procedure in relation to Board processes for the identification and selection of Board candidates, which may include reporting on:
 - details of whether the Company has a Board skills matrix which it uses to identify gaps in the skills and experience of the Board of Directors;
 - the processes by which candidates are identified and selected, including whether professional intermediaries are used to identify and/or assess candidates;
 - the steps taken to ensure a diverse range of candidates is considered; and,
 - the factors taken into consideration in the selection process.

4. COMPANY DIVERSITY OBJECTIVES

4.1 SETTING DIVERSITY OBJECTIVES

The Board will set measurable objectives for achieving both Company-wide, and Board-specific, gender diversity targets each year. In setting the objectives the Board will consider recommendations from the Executive Leadership Team (ELT).

4.2 ACHIEVEMENT OF OBJECTIVES

The Board is responsible for annually assessing the Company's progress towards achieving those objectives. In doing so the Board will consider a number of factors, which may include a range of detailed workforce analyses and reports.

5. REVIEW OF THIS POLICY

The Remuneration Committee will conduct an annual review of this policy and report to the Board annually both on the effectiveness of the policy and the Company's progress towards achieving gender diversity.

This will include a report as to the proportion of women within the whole organisation, including in senior executive roles and on the Board.

6. PUBLICATION OF POLICY

This policy or a summary of its main provisions will be made available on the Company Intranet.

7. ANNUAL DISCLOSURE

The Company will disclose in each annual report the measurable objectives and the progress in achieving those objectives as set by the Board.

This will include disclosure on the proportion of women in the organisation, in senior executive roles and on the Board.

The Company will also include in its Corporate Governance Statement an indication of gender diversity which the Board considers desirable from time to time in Board membership.