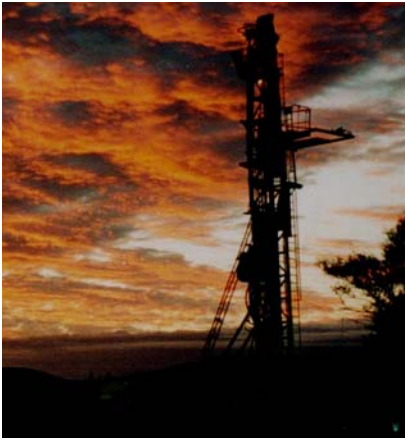


# Equal Employment Opportunity Policy Statement



St Barbara Limited is committed to creating and maintaining equal opportunity at its workplaces.

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

To achieve these aims the Company will:

- ✓ Ensure all employees, contractors, consultants and visitors are educated in their individual and corporate responsibilities and rights relating to equal opportunity.
- ✓ Ensure that all managers support this policy and be responsible for upholding these objectives within their area of responsibility.
- ✓ Ensure that all employment and workplace practices are based on fairness and equity and are free from discrimination and harassment.
- ✓ Investigate and endeavour to resolve all complaints of discrimination and harassment.
- ✓ Regularly review equal opportunity policies and procedures.



**Tim Lehany**  
**Managing Director & Chief Executive Officer**  
**St Barbara Limited**