



Diversity Policy

Adopted by the board on 23 July 2021

Diversity Policy

Zeta Resources Limited and its subsidiaries (the company)

This policy is separate from, and additional to, the legal constraints imposed by applicable law, the *Companies Act 1981* of Bermuda, and the *Corporations Act 2001 (Cth)* of Australia ("Corporations Act"), to the extent it applies to the company, and the *Australian Securities Exchange ("ASX") Listing Rules*.

1. Scope of this policy

- 1.1 This policy only applies to the board of directors of the company ("the board"). The company currently does not have any employees and is managed by an Investment Management Company, ICM Limited.
- 1.2 The Board views diversity as including, but not being limited to, skills, qualifications, experience, gender, race, ethnicity, age, disability, and cultural background.

2. Purpose of this policy

- 2.1 The purpose of this policy is to outline the company's commitment to diversity in relation to appointments to the board and recognises the value of attracting and retaining directors with different backgrounds, knowledge, experience and abilities.
- 2.2 To ensure that a safe and supportive workplace is provided where differences are valued and respected.

3. Application

- 3.1 The board must ensure:
 - (a) to include diversity objectives in the board's recruitment process, performance evaluations and succession planning process;
 - (b) that a diverse pool of qualified candidates is considered in the recruitment process;
 - (c) that there will be appropriate gender representation on the board; and
 - (d) that the Investment Management Company, ICM Limited, is advised that it has a responsibility for fulfilling the obligations of a diversity policy.
- 3.2 Discrimination, harassment, vilification, and victimisation are unacceptable behaviours and will not be tolerated. The company requires directors and representatives of the Investment Management Company to behave in a manner consistent with its values (refer to the Code of Conduct policy document).

4. Administration and compliance

- 4.1 The board is responsible for administering this policy and will collectively implement and monitor the effectiveness of this policy.
- 4.2 At the end of each annual reporting period, the board will review its Skills Matrix, experience, expertise and assess the extent to which the required skills and diversity objectives are represented on the board.
- 4.3 The policy will be reviewed periodically to check that it is operating effectively, and the board will approve any changes that may be required.

5. Objectives and reporting

- 5.1 The board will set measurable objectives in relation to gender diversity on the board.
- 5.2 Those objectives and progress against them will be assessed annually by the board and progress against those objectives will be reported to shareholders in the Corporate Governance Statement.

Last Review Date: 17 June 2020