



# EQUAL EMPLOYMENT OPPORTUNITY AND ANTI-DISCRIMINATION



## Statement of Commitment

U&D Mining is an Equal Opportunity Employer and we are committed to promoting Equal Employment Opportunity principles and creating a work environment free from unlawful discrimination and harassment (including sexual harassment).

We recognise that Equal Opportunity and Anti-Discrimination are legal requirements under the state and federal legislative systems, however we are committed to these principles as we value our people, in addition to it making good business sense. Specifically, Queensland legislation prohibits discrimination because of an individual's:

- |                       |  |  |
|-----------------------|--|--|
| ➤ Age                 | ➤ Race                                   | ➤ Trade union activity   |
| ➤ Sex                 | ➤ Sexuality                              | ➤ Lawful sexual activity   |
| ➤ Relationship status | ➤ Family responsibilities                | ➤ Gender identity  |
| ➤ Pregnancy           | ➤ Impairment                             | ➤ Association with a person who is identified because of one of these attributes |
| ➤ Breastfeeding       | ➤ Religious belief or religious activity |  |
| ➤ Parental status     | ➤ Political belief or activity           |  |

➤ Equal Employment Opportunity is underpinned by the merit principle. Merit is measured by the individual's abilities, skills, experience, knowledge, qualifications, personal qualities and the ability to acquire new competencies needed for the job. Our employees will not be denied opportunity or treated differently at work because of irrelevant factors (e.g. gender, race, disability or age). At U&D Mining our employees are treated with dignity, courtesy and respect and are valued on the basis of their skills, talents and expertise in relation to all aspects of their employment.

➤ In addition, U&D Mining provides a safe work environment where employees and contractors are not subjected to harassment which has the effect of demeaning, offending, humiliating or intimidating them. This encompasses verbal, visual or physical behaviours including those based on any unlawful grounds such as race, religion, or gender.

➤ The Company recognises that it has a major role in educating its employees and contractors about the principles and benefits of equal opportunity in employment. U&D Mining acknowledges that an Equal Employment Opportunity and Anti-Discrimination Policy is strengthened by an understanding and supportive workforce. Consequently, all employees (existing and new) and contractors will be made aware that U&D Mining has an Equal Employment Opportunity and Anti-Discrimination Policy and all employees and contractors will have access to this policy.

➤ This policy provides clarity regarding unlawful discrimination, harassment (including sexual harassment) and victimisation and establishes a framework for support including contact officers and procedures for complaint resolution (including timely, fair and confidential investigations). U&D Mining will not tolerate discriminatory behaviour, harassment or victimisation. Therefore, the policy specifies outcomes which may be applied where a complaint is substantiated, which in serious cases could include termination.

**Yinan Zhang**  
Vice Chairman

**Hao Liu**  
CEO