



## DIVERSITY IN EMPLOYMENT POLICY

### Purpose and Scope

West African Resources Limited is committed to:

- Being an equal opportunity employer that embraces diversity;
- Providing an inclusive workplace for all staff and contractors.

The purpose of this Policy is to articulate the approach that West African Resources Limited ('West African', 'WAF' or the 'Company') will take to achieve this commitment.

The Policy applies to all WAF employees.

The company will also consider the diversity policies of our contractors prior to the award of contracts. WAF will seek to work with contractors whose diversity policies are closely aligned with theirs.

### Objectives of this Policy

The objective of this procedure is to provide a framework to enable a workplace that values diversity and fairness, is free of discrimination, harassment and bullying, through;

- Employment and development opportunities which are characterised by fairness which is for the benefit of all employees;
- A diverse and skilled workforce, which will lead to the development and sharing of skills;
- Equal employment opportunities which are applied to all agreements for the provision of and for services; and
- Compliance with employment laws.

### Definitions

Term	Definition
ASX	Australian Securities Exchange
Communities	Burkina Faso communities which are in the locality of the Sanbrado Gold Project.
Company	West African Resources Limited and its subsidiary Companies, including SOMISA SA.
Consultant	Consultant is deemed to be an external person who provides technical expertise or services.
Contractor	Corporation, company, partnership, trust, business, individual (natural person), or other legal entity who enters into contract with the Company to carry out part of the works, or to provide the Company with goods and services.
Discrimination	Discrimination occurs when a person or a group of people are treated unfavourably because of a personal characteristic, which are protected by law.
Diversity, in a Workplace Context	Workplace diversity is achieved through the creation of a workplace that respects and recognises that individuals are unique and will contribute in different ways; and by creating a work environment that maximizes the potential of all employees. Diversity can include gender, language, ethnicity, cultural background, age, sexual orientation, religious belief and family responsibilities. Diversity also refers to other ways in which people are different, such as educational level, life experience, work experience, socio-economic background, personality, marital status and abilities/disabilities.
Employee	Any direct employee of the Company.
Equal Employment Opportunity	Promoting fair and equal access, for all employees and potential employees, to employment opportunities and benefits and the agreement of provisions of or for service, regardless of characteristics such as their sex, sexuality, race, nationality, ethnic background, age, marital status, religion, pregnancy, political convictions, physical disability or intellectual impairment.

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Term	Definition
Fairness	Whereby all decisions, processes and actions are free from bias and injustice and are even handed.
Grievance	A concern or complaint about an act, behaviour, omission, situation or decision which an individual believes is unfair or unjustified.
Harassment	Behaviour which is unwelcome, and has the effect of offending, intimidating or humiliating the person being harassed. Harassment can be verbal, written, physical, or visual in form and includes innuendo. Harassment in this context is often sexual or racial in nature but can relate to any of the grounds for discrimination listed under Equal Employment Opportunity.
Our People	A collective group, encompassing Employees, Consultants and Contractors.
Sanbrado Gold	The Sanbrado Gold Project.
Sexual Harassment	Any unwelcome conduct of a sexual nature, including unwelcome sexual advances or unwelcome requests for sexual favours; or in circumstances in which a reasonable person would anticipate that the person harassed would be offended, humiliated or intimidated.
Site	A Company Workplace.
WAF	West African Resources Limited
Workplace Bullying	Any type of behaviour, or series of similar or different behaviours, that unfairly or unreasonably puts down, belittles, undermines, controls, abuses, scares, intimidates, excludes, offends or embarrasses.

### Legal Obligation

In addition to legal obligations, the Company promotes a moral obligation to diversity and fairness. The Company's legal obligations include:

- Laws, with jurisdictional coverage, which relate to the workplace and equal employment opportunity, including bullying, harassment and discrimination;
- compliance with the ASX Corporate Governance Principles and Recommendations;
- compliance with Burkina Faso Labour Code 2008; and
- compliance and reporting to the Workplace Gender Equity Agency in accordance with the Workplace Gender Equity Act 2012.

### Benefits of Diversity

Diversity promotes and values individual and cultural differences and is a core aspect for building and maintaining a positive workplace culture and environment, which will enhance the performance of Our People.

There are many benefits in creating and valuing diversity, including:

- greater recognition of an individuals' skills and experience;
- attracting, recruiting and retaining skills and experience;
- improved communication, collaboration and sharing of ideas;
- creating a friendly and supportive work environment; and
- enhanced job satisfaction, productivity and morale, which will support the wellbeing of Our People.

Additionally, the Company values the relationships which are being established with communities which are in the Sanbrado Gold Project locality. The Company anticipates that the development of these relationships will provide benefits, for all parties, including the Company, Our People and Community members; including;

- an understanding and insight into local customs and culture; and
- sharing knowledge and expertise to facilitate employment and business opportunities.

### Our Commitment

In accordance with the ASX Corporate Governance Principles and Recommendations the Company is committed to:

- conducting all aspects of its business in accordance with this Diversity in Employment Policy; and
- reviewing and assessing achievements against the Company's objectives.

The Company is also committed to comply with the requirements of the IFC Performance standard 2 (2012).

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**Equal Employment Opportunity**

The Company will promote equal employment opportunity through its processes and decisions regarding:

- Recruitment and selection;
- Terms and conditions of employment;
- Professional development and training opportunities;
- Succession planning, including promotion; and
- Redundancy / termination.

**Harassment and Bullying**

To achieve a workplace that does not tolerate Harassment or Bullying, the Company recognises that:

- appropriate workplace behaviour is behaviour which respects the rights and sensitivities of all people;
- all individuals have a responsibility to contribute towards an environment which is respectful of diversity;
- all individuals are responsible for their own actions and conduct;
- social or cultural backgrounds may lead people to perceive the same conduct differently;
- where some people may accept a behaviour as reasonable, others may find offensive;
- harassment can arise where different values and beliefs are not respected.

**Reporting of conduct which is inconsistent with company policy**

Where conduct or behaviour is observed or reported, which is inconsistent with the law, or the Company’s obligations under this Policy, the Company will undertake a prompt and thorough investigations into such conduct or behaviour. The Company will conduct all investigations under the principles of procedural fairness.

**Consequences of Breach of this Policy**

A breach of this policy has the potential of:

- exposing the Company and Our People (individually) to civil liability (which may include a financial penalty or liability to damages, in accordance with the applicable law and jurisdiction);
- exposing the Company and Contractors to adverse reputational damage; and
- if following an investigation, a breach under this Policy is found to have occurred, the outcomes may include;
  - disciplinary action, including termination of employment (Company Employee);
  - cessation of Consultancy Agreement (Consultant); or
  - Removal of the individual from a Company Site (Contractor).

**References**

- Fair Work Act 2009 Cth.
- ASX Corporate Governance Principles and Recommendations
- Workplace Gender Equity Act 2012 Cth.
- Burkina Faso Labour Code, 2008
- IFC Performance Standard 2, 2012

Yours sincerely,

*Richard Hyde*

Richard Hyde  
Executive Chairman & CEO  
West African Resources Limited

*Lyndon Hopkins*

Lyndon Hopkins  
Executive Director & Chief Operating Officer  
West African Resources Limited

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