



**Unico
Silver**

Diversity and Inclusion Policy

Unico Silver Limited

ACN 116 865 546

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Document History

Version	Summary of Amendments	Approved by	Approval date
1.0	Initial Diversity and Inclusion Policy	Board	
2.0	Review of the Policy	Board	25 January 2023
3.0	Review of the Policy	Board	6 February 2025

Legislative and Regulatory Framework

Authority	Law, Resolution or Regulation
ASX Corporate Governance Council	ASX Corporate Governance Council's Principles and Recommendations (4th Edition) – Recommendation 1.5 (collectively referred as “ ASX Principles ”)
Australian Government	Corporations Act 2001 (Cth) (“ Corporations Act ”)
Australian Securities Exchange (ASX)	ASX Listing Rules 4.10.3

Other Policy Details

Key Information	Details
Approval Body	Board of Directors
Key Stakeholders	Board of Directors Senior Management
Responsibility for Implementation	Managing Director
Policy Custodian	Managing Director
Next Review Date	February 2027
Reference Policies	Code of Conduct Employment-related policies and documents

1. Overview

- 1.1. Unico Silver Limited (the “**Company**” or “**Unico Silver**”) has a strong commitment to diversity and seeks to promote an inclusive culture where people are encouraged to succeed to the best of their ability.
- 1.2. Diversity refers to the visible and invisible difference that exists between people including (but not limited to) gender, gender identity or expression, age, race, ethnicity, disabilities, marital status, national origin, socio-economic status, family responsibilities, religious beliefs, cultural background and sexual orientation. It also refers to diverse ways of thinking and ways of working.
- 1.3. Inclusion refers to ensuring that current, future, and potential employees have equal opportunity in the organisation without any barriers or obstacles as a result of their gender, age, race, ethnicity, disability, marital status, political affiliation, family responsibilities, religious beliefs, cultural background, perspective, experience, and sexual orientation.
- 1.4. The Company values the competitive advantage that diversity and inclusivity bring. The Company understands that promoting diversity and inclusion can enrich the Company's perspective, improve corporate performance, increase shareholder value, and maximise the probability of achievement of the Company's goals.
- 1.5. The Company’s commitment to diversity and inclusion means that it works continuously to ensure an environment that is supportive of equal opportunity and equal access to career development, remuneration and benefits through the implementation of practices, procedures and policies which support, among other matters, diversity.
- 1.6. To the extent practicable, the Company will consider the recommendations and guidance provided in the ASX Corporate Governance Council’s Corporate Governance Principles and Recommendations where appropriate to the Company.
- 1.7. The Diversity and Inclusion Policy (the “**Policy**”) does not form part of an employee’s contract of employment nor does it give rise to contractual obligations. However, to the extent that the Policy requires an employee to do or refrain from doing something, and at all times subject to legal obligations, the Policy forms a direction of the Company with which an employee is expected to comply.

2. Application

- 2.1. This Policy applies to:
 - (a) Board of Directors;
 - (b) all Company employees, contractors and consultants; and
 - (c) persons seeking employment at the Company.
- 2.2. The Policy covers all aspects of employment, including recruitment, hiring, training, promotions, as well as interactions with stakeholders, including communities and suppliers.
- 2.3. This Policy is to be read in conjunction with:
 - (a) the Code of Conduct;
 - (b) Statement of Values; and
 - (c) Any other existing employment related policies and documentation of the Company.

3. Objectives

- 3.1. The Policy provides a framework for the Company to achieve:
- (a) a diverse and inclusive skilled workforce, leading to continuous improvement in service delivery and achievement of corporate goals;
 - (b) a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;
 - (c) improved employment and career development opportunities for women;
 - (d) a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences, and perspectives through improved awareness of the benefits of workforce diversity and successful management of diversity; and
 - (e) awareness in all staff of their rights and responsibilities with regard to fairness, equity, and respect for all aspects of diversity,
- 3.2. The Policy does not impose on the Company, its directors, or employee any obligation to engage in, or justification for engaging in, any conduct which is illegal or contrary to any anti-discrimination or equal employment opportunity legislation or laws in any State or Territory of Australia or of any foreign jurisdiction.

4. Commitments

- 4.1. The Company is committed to following key principles:
- (a) Equal Opportunity**
 - (i) ensuring that recruitment and selection practices at all levels are appropriately structured and equally conducted so that a diverse range of candidates are considered and guarding against any conscious or unconscious biases that might discriminate against certain candidates;
 - (ii) promoting the Company's corporate culture and values that support diversity and inclusion, where people feel safe, respected, and valued in the workplace, whilst maintaining a commitment to a high-performance culture
 - (iii) leverage our diversity to create equal opportunities to innovate and deliver excellence
 - (iv) ensuring the policy for the selection and appointment of new directors is transparent and considers all facets of diversity to avoid "groupthink" or other cognitive biases in decision-making;
 - (v) ensuring development and succession plans for directors and senior management include diversity as a consideration
 - (b) Inclusive Culture**
 - (i) having a zero- tolerance policy towards discrimination, harassment, bullying, vilification and victimisation so as to promote an inclusive workforce
 - (c) Fair Treatment**
 - (i) support fair remuneration and the objectives of pay equity;

- (ii) supporting employee's work life balance (i.e. adopting flexible work practices that will assist them to meet work and personal responsibilities);
 - (iii) implement programs and policies which address impediments to diversity in the workplace (such as providing access to paid parental leave, flexible working arrangements and learning and development opportunities) and review these to ensure that they are accessible, available and utilised by all employees;
- (collectively, the "**Objectives**").

5. Implementation

- 5.1. Gender diversity is integral to the Company's overall diversity strategy.
- 5.2. The Company will implement the following to achieve its Objectives
 - (a) **Recruitment and Selection**- We will actively seek to attract diverse talent through unbiased recruitment and selection processes.
 - (b) **Training and Development**- We will provide training and development opportunities to ensure that all employees have access to resources for career growth and advancement.
 - (c) **Promotions and Advancements**- We will assess employees based on merit, skills, and experience, ensuring fair consideration for all individuals.
 - (d) **Community Engagement**- We will support initiatives that enhance diversity and inclusion in local communities
- 5.3. The Objectives for the Company will be set and reviewed on an annual basis by the **Nomination and Remuneration Committee (NRC)** of the Board.
- 5.4. The Board will review the progress of the Company's diversity strategy on at least an annual basis including the Company's objectives for achieving gender diversity and the Company's progress in achieving those objectives.

6. Benefits

- 6.1. The Company recognises that organisations performance is linked to workplace diversity and inclusion. Through fostering an inclusive environment that recognises a variety of quality employees, the Company aims to improve employee retention, to embrace different perspectives and to enhance the Company's reputation.
- 6.2. Embracing diversity in the workforce enables the Company to:
 - (a) improve financial performance;
 - (b) attract and recruit the right people from a diverse pool of talented candidates for all positions, including the Board and senior management appointments;
 - (c) create a culture that embraces diversity and that rewards people who act in accordance with this Policy;
 - (d) develop and retain an appropriate skills base in the Company;
 - (e) make more informed and innovative decisions, drawing on the wide range of ideas, experiences, approaches and perspectives that employees from diverse backgrounds, and with differing skill sets, bring to their roles in the Company; and
 - (f) better reflect the diversity of all stakeholders.

7. Transparency and Reporting

- 7.1. The Company is committed to the transparent implementation of its obligations under the ASX Corporate Governance Principles and Recommendations (ASX Principles) with respect to diversity, as demonstrated by the following actions:
- (a) establishing this policy as a compliant policy under ASX Principles Recommendation 1.5 by:
 - (i) establishing measurable objectives for achieving gender diversity;
 - (ii) the Board assessing annually the measurable objectives for achieving gender diversity and the progress towards achieving them;
 - (b) disclosing this Policy or a summary of it in accordance with the ASX Principles;
 - (c) in its annual reports or **Corporate Governance Statement**, disclosing the processes the Board adopts and the criteria the Board takes into consideration in its selection of prospective new Board members;
 - (d) in its **annual reports or Corporate Governance Statements**, disclosing:
 - (i) the measurable objectives for achieving gender diversity set by the Board in accordance with the terms of this Policy;
 - (ii) the progress towards achieving those measurable objectives;
 - (iii) the respective proportions of men and women:
 - on the board;
 - in senior executive positions, including how “senior executive” is defined for these purposes; and
 - across the Company.

8. Monitoring and Evaluation

- 8.1. The Board, with the assistance of the NRC, will monitor the scope and currency of this Policy.
- 8.2. The Company is responsible for implementing, monitoring, and reporting on the Objectives.
- 8.3. Objectives (if any) set out by the Board will be included in the annual key performance indicators for the Managing Director and senior executives (as applicable).
- 8.4. In addition, the Board will review progress against the Objectives (if any) as a key performance indicator in its annual performance assessment.

9. Review of this Policy

- 9.1. The Board will review this Policy **every two years** basis to ensure it remains effective and meets the best practice, listing rules, and the Company’s needs.
- 9.2. Any amendment to this Policy must be approved by the Board.
- 9.3. The Policy will be available on the Company's website within a reasonable time after any such updates or amendments have been approved.