

Queensland Resources Council: **Diversity, Equity & Inclusion Policy**

The Queensland Resources Council (QRC) is the peak body for the resources sector in Queensland. We have been working with our member companies, and related stakeholders to promote a culture of Diversity, Equity and Inclusion (DEI) in workplaces across the industry since 2005. This has included strategic planning to raise the awareness of DEI benefits, recognition of champions of industry and a range of tools and supports.

Considerable progress has been achieved by the sector and the QRC Board is committed to continuing to support its members, and the industry more broadly, to achieve successful DEI outcomes by fostering a diverse, equitable, and inclusive work environment across the breadth of the sector's operations in Queensland.

We believe that a diverse workforce is essential for innovation, sustainability, and reflecting the communities in which our industry operates, and we advocate for a workforce that is truly representative of society and is inclusive of people from a diverse range of backgrounds, experiences, identities, and work styles.

Through this policy, QRC elevates its DEI position and commits to creating an environment where every individual feels safe, respected, valued and empowered to reach their potential. By embracing DEI, the Queensland resources sector will strengthen its workforce, improve community relations, and set the foundation for sustainable growth.

To consolidate initiatives and focus on key core aspects a three-pillar approach, underpinned by a range of priority areas, informs the strategic direction of future DEI activities and efforts by QRC.

The QRC three pillar action plan incorporates:

- Pillar 1 – Inclusive Talent
- Pillar 2 – Inclusive Culture
- Pillar 3 – Inclusive Leadership

QRC will partner with other stakeholders, including Women in Mining and Resources Queensland (WIMARQ) and Government to support the delivery of this policy.

Pillar 1 – Inclusive Talent

Equity and Fairness in attraction and retention

QRC is committed to supporting our industry to attract and retain a diverse talent pool. This objective emphasises minimising unconscious bias in recruitment and career progression processes and ensuring fair access to opportunities for all employees.

As a part of this, we will encourage our industry to minimise unconscious bias across all systems, behaviours, policies and processes and evaluate talent based on qualifications and experience, with emphasis on fair and equitable opportunities for career advancement. We will work with our industry to encourage the implementation of flexible work arrangements to accommodate different needs.

Supporting women and underrepresented groups in resources

QRC aims to enhance the representation of women and underrepresented groups across the resources sector, with a focus on leadership and technical roles.

Through our partnerships, mentorship programs, and targeted skill development initiatives, we will support our industry to build a workforce that appeals to and supports diverse talent pools, drives career growth of women and underrepresented groups and strengthens the sector's reputation as an inclusive employer.

Pillar 2 – Inclusive Culture

Commitment to Diversity, Equity, and Inclusion

QRC's foundational commitment to DEI underpins a culture where diversity is celebrated, equity is upheld, and inclusion is actively practiced. This objective guides all DEI efforts within QRC and across the sector, setting a standard for inclusive policies, practices, and initiatives drawing on global best practices. It fosters a culture where everyone is valued and empowered to contribute to the industry's success.

We will support and enable our industry with the appropriate tools and information to build on the foundation of work that has already been done and strive towards improved DEI outcomes for all.

Safety and well-being

QRC will support our industry in cultivating safe and inclusive workplaces that are free from harassment and discrimination. We will strongly encourage our industry to adopt a zero-tolerance policy towards all forms of bullying, harassment and racism.

Pillar 3 – Inclusive Leadership

Transparent reporting and accountability

QRC is committed to fostering transparency and accountability in DEI initiatives through data-driven strategies. By collecting and analysing demographic and DEI progress data, and publicly sharing annual DEI reports, we will demonstrate leadership accountability and a commitment to measurable DEI outcomes. This transparency will not only build trust but will also align our efforts to encourage industry accountability and progress

We will report annually on DEI progress, outlining key achievements, challenges, and plans for future improvement and share this with our industry and stakeholders, to inform, assist and encourage progress towards the achievement of DEI goals.

Continuous improvement

QRC recognises that DEI is a journey that will require ongoing learning and adaptation. To ensure alignment with evolving DEI best practice, we will regularly review our DEI policy, looking to national and global practices to ensure relevance and effectiveness. This commitment to continuous improvement will strengthen our industry's position as a DEI leader and support the growth of inclusive practices across the sector.