

**FINDERS RESOURCES LIMITED**

**DIVERSITY POLICY**

## 1. PURPOSE

A. The Company recognises the importance of:

- (a) Localising the workforce in respect to project locations;
- (b) Respecting cultural tendencies where its projects are located;
- (c) The corporate benefits arising from workplace diversity;
- (d) The Company benefiting from all available talent.

B. Promoting an environment conducive to the appointment of well qualified individuals so that there is appropriate diversity to maximise the achievement of corporate goals.

The Diversity Policy is aimed at implementing Principle 3 Recommendation 3.2 of the Corporate Governance Principles and Recommendations.

## 2. DIVERSITY STATEMENT

The Company believes that ensuring localisation of its workforce and diversity is not only fundamental to its future growth and progress, but is an integral part of its business activities.

Success happens where new ideas can flourish – in an environment that is rich in diversity, a place where people from various backgrounds can work productively together. At the Company we know that an environment that fosters diversity is the kind of environment which brings out the untapped potential that lies in our work force, stimulates innovation and company growth.

Our diversity mission is to become an organization with the following inherent and lasting characteristics:

- (a) Universal recognition by everyone with whom it deals as a company committed to diversity and synonymous with improving the opportunities of disadvantaged groups in employment;
- (b) A workforce that fully reflects the requisite skills available in the relevant employment market;
- (c) A preferred employer and vendor for all cultural groups in the population by virtue of our reputation in this field;
- (d) An environment where every employee understands and voluntarily values diversity in all areas of practice;
- (e) An environment where all employees have the opportunity to reach their highest potential.

The recognition and encouragement of the uniqueness of individual contribution within a team environment is the embodiment of the Company and its employment policies. Our philosophy is found in all aspects of employment such as recruitment, compensation, training, promotion, transfer, termination and benefits.

All employees at the Company will be treated as individuals according only to their abilities to meet job requirements, and without regard to factors such as race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, age or because of a criminal or summary conviction charge that is unrelated to the employment or the intended employment or any other factor that is legislatively protected.

Any kind of discrimination or harassment based upon these factors is neither permitted nor condoned.

**3. MEASUREABLE OBJECTIVES FOR GENDER AND CULTURAL DIVERSITY**

**Outline**

The Company will undergo a major business and cultural transformation upon the development of the Wetar Copper Project and, after an appropriate period, the Board will develop measurable objectives for achieving gender and cultural diversity with a view to reporting progress against those objectives annually.

March 2012