

## **Diversity policy**

(Effective October 2015)

### **WHAT IS DIVERSITY?**

Diversity is about recognising, respecting and acceptance of differences and uniqueness of individual people. These differences can include but not limited to gender, age, ethnicity, physical abilities, religious beliefs, ideologies and family back ground.

### **IMPORTANCE**

Citigold Corporation Limited (“Citigold or Company”) believes that a diverse workforce brings about a diverse range of ideas, perspective and experience that will help the Company realise its corporate goals.

### **SCOPE**

This policy applies to all employees and officers of the company.

### **IMPLIMENTATION**

Citigold believes this starts with promoting a corporate culture that values diversity and tolerance of differences by adopting, publication and promotion of this policy. Along with adopting policies set out below relating to recruitment, development, work and life and gender diversity targets.

An all inclusive principle that is set out in Code of Conduct (the Code) as adopted by the Board sets out ethical standards expected of all directors, executives and employees. All employees are expected to comply with all anti- discrimination and equal opportunity legislation.

**Recruitment** - Citigold seeks to structure recruitment and selection process in a non-discriminatory manner and ensure that selection and recruitment decisions be based on an individual’s merit and capabilities.

**Development** - There are various onsite skill development programs available and for additional employment related education reimbursement is provided with prior approval by CEO.

**Work and Life** - Citigold encourages and assists all employees in balancing the demands of their work environment with those of their personal lives where possible, offering flexible working hours, paid parental leave, careers leave and where needed leave without pay. The Company has adopted a maximum accrual level of annual leave (10 days as at 30 June each year), this aims to encourage employees to balance work and personal life.

### **TARGETS**

Annually, the board will review and determine strategies, programs and initiatives that will foster diversity and meet the needs of the company.

The board also considers it important to set and report measurable objectives through the company’s annual report. Whilst based on merit the following are the current gender diversity targets;

- have more than 15% women employed and a
- female member on the Board of the Company.