
DIVERSITY POLICY

Diversity Policy Objectives

The Board is committed to a diverse workplace environment. Despite only having 48 employees, its objectives are as follows.

- Aim to have >20% of the workforce as females as a total in all areas of the business.
- Aim to have >30% of the workforce in senior roles as female employees.

The Board of Directors ("**the Board**") of Advance ZincTek Limited ACN 079 845 855 ("**the Company**") has adopted the following Diversity Policy.

1. The Company is an equal opportunity employer and supports the principle of equal employment opportunity for all staff at all levels of employment regardless of gender, marital or family status. Sexual orientation, gender identity, age, disability, ethnicity, religious beliefs, cultural background, socioeconomic background, perspective and experience.
2. The Company is committed to providing a working environment which is free from discrimination, bullying, victimisation, harassment and sexual harassment in accordance with Commonwealth and State Legislation.
3. Recruitment practices are in place whereby a diverse range of candidates are considered, and no conscious or unconscious bias occurs in the selection of candidates.
4. The Board of Directors will review its Diversity Policy annually.
5. The Company as at 30 June 2025 has:
 - 43.75% of all employees are female.
 - 50% of senior roles are female employees.