

**IMPACT MINERALS LIMITED
ACN 119 062 261**

DIVERSITY POLICY

As approved by the Board

Introduction

1. Impact Minerals Limited (**Company**) believes that the promotion of diversity on boards, in senior management and within the organisation generally:
 - broadens the pool for recruitment of high quality directors and employees;
 - is likely to support employee retention;
 - through the inclusion of different perspectives, is likely to encourage greater innovation; and
 - is socially and economically responsible governance practice.
2. The Company will comply with the ASX Corporate Governance Council's Principles & Recommendations on Diversity.
3. The Board of Directors (**Board**) is responsible for adopting and monitoring the Company's Diversity Policy (**Policy**).

Purpose

4. This Policy sets out the beliefs and goals and strategies of the Company with respect to diversity within the Company.
5. Diversity within the Company means all the things that make individuals different to one another, including gender, ethnicity, religion, culture, language, sexual orientation, disability and age. It involves a commitment to equality and to the treating of one another with respect.

Selection and appointment of directors and employees

6. The Company is dedicated to promoting a corporate culture that embraces diversity. The Company believes that diversity begins with the recruitment and selection practices of its Board and its staff.
7. The Company employs new employees and promotes current employees on the bases of performance, ability and attitude.

Measureable objectives

8. The Board will establish measurable objectives for achieving gender diversity.
9. The Board will have the responsibility of assessing the measurable objectives for achieving diversity and will report in the Company's annual report, on the Company's progress in achieving them.

Reporting compliance with measurable objectives

10. In its annual report, the Company will disclose:
 - the measurable objectives for achieving gender diversity set by the Board in accordance with the diversity policy; and
 - the progress towards achieving them.
11. As a part of this disclosure, the Company will disclose in its annual report, the proportion of:
 - women employees in the whole organisation;
 - women in senior executive positions; and
 - women on the Board.