

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 Board of Directors (**Board**) is responsible for adopting and monitoring the Company's Diversity Policy (**Policy**).

Purpose

3. This Policy sets out the beliefs and goals and strategies of the Company with respect to diversity within the Company.
4. 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

5. 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.
6. The Company employs new employees and promotes current employees on the bases of performance, ability and attitude.

Measureable objectives

7. The Company aims to achieve diversity on its Board and in senior management. Due to the size of the Company and its small number of employees, the Board does not consider it appropriate at this time, to formally set measurable objectives for gender diversity.
8. The Board will consider developing measurable objectives and strategies to meet the objectives of this Policy (**Measurable Objectives**) and will monitor the progress of any Measurable Objectives through the monitoring, evaluation and reporting mechanisms listed

below. The Board shall annually assess any Measurable Objectives (if any), and the Company's progress towards achieving them.

Reporting

9. The Company will disclose, for each financial year:
- any Measurable Objectives set by the Board;
 - progress against these Measurable Objectives; and
- either:
- the respective proportions of men and women on the Board, in senior executive positions (including how the Company has defined "senior executive" for these purposes) and across the whole Company; or
 - if the entity is a "relevant employer" under the Workplace Gender Equality Act, the entity's most recent "Gender Equality Indicators", as defined in the Workplace Gender Equality Act.