

MinEx CRC Limited

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ABN: 66 625 533 913

MinEx CRC Equity, Diversity, and Inclusion (EDI) Policy

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V1	May 2022	N/A first version	EMC Committee
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TABLE OF CONTENTS

CONTENTS

PURPOSE	3
SCOPE AND RESPONSIBILITIES	3
OUR COMMITMENT	3

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PURPOSE

MinEx CRC is committed to growing and supporting an equitable, diverse, and inclusive environment where people feel safe, valued, supported, and treated fairly with dignity and respect.

MinEx CRC is dedicated to building an inclusive culture where differences are recognised and valued. MinEx CRC aims to provide access to equal opportunities irrespective of gender, culture, sexual orientation, disability, mental health status, or career stage/academic position.

MinEx CRC considers the rich diversity of those involved as a resource that should be drawn upon to enable workplace participation, sharing of ideas, and foster innovation.

This Equity, Diversity and Inclusion (EDI) Policy aims to lay a core framework for which those participating in MinEx CRC should operate.

SCOPE AND RESPONSIBILITIES

This Policy applies to all MinEx CRC associated people, including directors, officers, researchers, contractors, consultants, participants and postgraduate students.

It is the responsibility of all those associated with MinEx CRC to maintain compliance with this Policy and report suspected breaches of this Policy to any member of the EDI committee or MinEx CRC Management.

A list of EDI Committee contacts can be found via the MinEx CRC EDI webpage:

<https://minexcrc.com.au/diversity-and-inclusion/>

OUR COMMITMENT

MinEx CRC commits to:

Promoting Diversity

MinEx CRC will provide an equal opportunity for all participants and increase the visibility of our people by ensuring diverse and equitable representation at internal and public forums, including internal Program meetings and external conferences and media opportunities.

Attract and retain

MinEx CRC will implement programs to attract and develop a skilled and diverse participant profile, including providing equal opportunities for developing and advancing diverse talent at all career stages.

Safe Workplace and Environment

MinEx CRC, across all institutions and organisations and workplaces, encourages the provision of inclusive work environments that celebrate differences and are free from bullying, discrimination, harassment, sexual harassment, workplace violence and aggression. MinEx CRC will establish safe and effective avenues for all participants to raise concerns, for those concerns to be addressed, and encouragement for bystanders to speak up.

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Culture and community

MinEx CRC will foster EDI at all levels, that reflects the communities we operate within, and that embraces the benefits of diverse experiences and perspectives, in which differences are encouraged, and where everyone demonstrates and promotes inclusive practices.

Leadership, talent and training

MinEx CRC will improve diversity by upskilling, building awareness on the benefits of embracing an inclusive culture, and by developing our people to best prepare them for career success. In doing so, MinEx CRC will actively develop the next generation of diverse and inclusive leaders.

Flexible workplace

MinEx CRC encourages all participating institutions and organisations to support flexible working arrangements to meet the differing needs of all employees.

Measurable objectives

MinEx CRC will implement an accessible and inclusive EDI Policy and Action Plan which will communicate its principles, targets and initiatives.

MinEx CRC will establish an EDI Committee, which will oversee all diversity and inclusion matters. This committee will provide actions and track measurable objectives including diversity and inclusive behaviours across, and throughout, the life of MinEx CRC.

MINEX CRC MANAGEMENT

MinEx CRC management agrees to take responsibility for applying the EDI Policy and will follow up with complaints and concerns to a participant's organisation if and where appropriate.

Management will take an active role in promoting and communicating EDI across all participating institutions and organisations and to external stakeholders.

