

PTVI Diversity, Equity & Inclusion (DEI) Charter

I. Introduction

At PTVI, we believe that our growth and long-term success are driven by the performance, innovation, and diversity of our people. We are committed to creating an environment where every individual is empowered to unlock their potential and where diverse backgrounds, perspectives, and experiences are actively valued.

A diverse and inclusive workforce brings clear advantages: stronger innovation and problem-solving, better decision-making, higher employee engagement, stronger financial outcomes, and a positive brand reputation that attracts top talent. It also deepens our ability to understand and serve diverse communities and stakeholders.

By fostering a culture of belonging and psychological safety, PTVI aims to accelerate productivity, strengthen collaboration, and build sustainable value for all stakeholders.

II. Objectives

- Reflect societal diversity: Build and sustain a workforce that represents the societies and communities where we operate.
- Attract and retain talent: Recruit, develop, and retain top talent through equitable and inclusive practices.
- Foster culture and belonging: Create a workplace where all individuals feel respected, valued, and motivated to contribute.
- Ensure fairness and equity: Uphold transparent systems that provide equal opportunity and cultivate inclusion, recognition, and belonging.

III. Scope

This Charter applies to all PTVI employees across all operational areas. PTVI also expects contractors, business partners, and external stakeholders to uphold the same DEI principles in their engagements with the company and the wider community.

IV. Principles

- Non-discrimination: No discrimination on the basis of gender, race, age, ethnicity, religion, political opinion, disability, or any attribute protected by law.
- Inclusion: Ensuring that all individuals—regardless of background or identity—are respected, valued, and able to participate fully and fairly in the workplace and in the broader human rights impacts of business.

- **Equity:** Design systems and processes that guarantee fairness and equal opportunity for all.
- **Merit-based growth:** Career development, recognition, and rewards are based on capability, contribution, and performance.
- **Respect:** Value and integrate diverse perspectives and lived experiences across the organization.

V. Commitments

- **Workplace Culture:** Create a safe, inclusive, and supportive environment where all employees can contribute fully.
- **KPIs & Accountability:** Embed DEI into organizational KPIs, ensuring accountability across all Directorates.
- **Career Development:** Provide transparent, merit-based career paths and growth opportunities accessible to all employees.
- **Affinity Networks:** Support employee resource groups such as the Vale Women Network and cultural affinity groups to strengthen inclusion and representation.
- **Inclusive Recruitment:** Implement strategies to attract diverse talent across gender, ethnicity, and underrepresented groups.
- **Fair Rewards:** Ensure equitable pay and benefits, while addressing potential gender and equity pay gaps.
- **Training & Awareness:** Provide mandatory DEI training workers, covering unconscious bias, inclusive practices, and cultural competence, updated regularly to reflect global best practice.
- **Partnerships & Outreach:** Collaborate with partners, local communities, and stakeholders to advance DEI values beyond the workplace.

VI. Process Approach

- **Planning:** Conduct DEI audits to identify and address systemic bias in policies, processes, and culture, covering areas such as pay equity, representation, accessibility, and employee survey results.
- **Implementation:** Deploy initiatives including flexible working arrangements, inclusive recruitment, employee networks, and structured mentorship programs.
- **Monitoring:** Integrate DEI into KPIs, track progress annually, and disclose results transparently. Performance will form part of leadership evaluations and Board oversight.
- **Engagement:** Collaborate with local communities, industry peers, and government stakeholders to scale impact.
- **Continuous Improvement:** Regularly review progress, adapt to emerging issues, and update DEI strategies in line with international best practices (e.g., UNGC, ICMM, IRMA, IFC).

VII. Accountability

Accountability for DEI performance is embedded in leadership and management roles, supported by transparent governance.

The following responsibility matrix outlines the specific roles for DEI performance:

Function	Responsibilities
Talent Acquisition, Management & Performance	- Develop and execute DEI strategies and programs. - Monitor and report DEI performance using measurable indicators. - Recommend continuous improvements based on benchmarking and best practice.
Board of Directors	- Ensure DEI principles are integrated into company policy and practice. - Monitor gender representation and diversity at all organizational levels. - Provide strategic direction, oversight, and accountability for DEI initiatives