

DIVERSITY POLICY

1. INTRODUCTION

At the core of Pluton Resources Limited's (Pluton) diversity policy is a commitment to equality and respect. Pluton is committed to providing an inclusive workplace and recognising the value to Pluton of employing individuals with diverse skills, values, backgrounds and experiences.

Pluton has had first-hand experience in seeing the impact of the unique contribution people can make because of their individual background and different skills, experiences and perspectives. Pluton acknowledges people differ not just on the basis of race and gender, but also other dimensions such as lifestyle, education, physical ability, age and family responsibilities and has made a conscious decision to be inclusive of these experiences during employment opportunities.

We also believe that our employees from many different cultural, linguistic and national backgrounds provide us with valuable knowledge for understanding complex international markets.

2. RECRUITMENT OF EMPLOYEES

Pluton is in a dynamic stage of development and recognizes that in the potential for rapid growth in the near term this diverse policy should be applied. Recruitment of employees at all levels shall be undertaken from as diverse a pool of qualified candidates as reasonably practicable.

Recruitment firms will, where practicable ensure the field of potential candidates is broad enough to cover a diverse range of applicants. All recruitment shall be undertaken in accordance with Pluton's applicable policies.

2.1 CULTURE THAT IS SUPPORTIVE OF DIVERSITY

Pluton supports flexible work practices (including part time positions) to best accommodate business, family or personal choices.

2.2 GENDER DIVERSITY

Pluton has a commitment to gender diversity and female participation is sought in all areas. Decisions relating to promotion, leadership development and flexible work arrangements are all based on merit and reinforce the importance of equality in the workplace.

Ongoing monitoring of company policies and culture will be undertaken by the Board to make sure they do not prejudice any group's professional development.

The Board is responsible for the selection of new non-executive board members. In accordance with its Charter and the ASX Corporate Governance Principles and Recommendations, the Board must ensure that the selection process is formal and transparent. High quality female candidates should be sought

Pluton Resources Limited

Level 4, 468 St Kilda Rd Melbourne Vic 3004

PO Box 255 Seddon West Victoria 3011

Ph: (03) 9820 3802 • Fax: (03) 9867 8587

ABN: 12 114 561 732



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out as part of any recruitment process, including requiring search consultants to provide a list of women who may be suitable for senior management and/or Board positions.

Pluton will establish measurable objectives for achieving gender diversity when it has grown to a point where it is appropriate to do so.

3. REPORTING

Pluton's Secretary will monitor and report annually to the Board on the progress and effectiveness of this policy.

4. REVIEW

The Board will, at least once per year, review the policy to determine its adequacy for current circumstances and make recommendations to the Board for amendment where required.