

Hiti Taluia

## **Empowering Talent**

**Agriflex's Commitment to Inclusion in Mining** 

In the traditionally male-dominated field of mining. Agriflex stands out as a beacon of inclusivity and empowerment. We are breaking gender barriers and challenging stereotypes by fostering an environment where talent thrives, irrespective of gender. We firmly believe that talent knows no gender boundaries. The company has implemented policies and practices that actively promote diversity and inclusion, recognizing that a diverse workforce leads to innovation. enhanced problem-solving, and increased productivity.

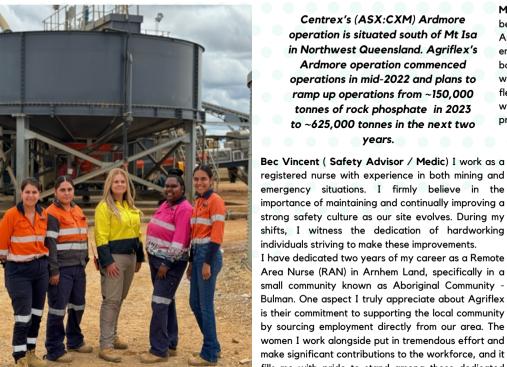
Our leadership team believe in creating and environment where diverse individuals feel valued. respected, and fully integrated. Inspiring inclusion goes beyond simply acknowledging diversity; it involves actively promoting and celebrating differences, ensuring equal opportunities, and creating a culture that embraces and appreciates the unique perspectives and contributions of every individual. Our goal is to cultivate a workplace where everyone feels welcome, heard, and empowered to participate fully in all aspects of life.



Left to right: Lauren Chong, Courtney Smith Marshall, Bec Vincent, Lyreekia Sarmardin, Risharne Punch

fostered by both my superiors and subordinates. I feel valued, encouraged, and believe that my opinions matter to the team.

Chief Commercial Officer specifically for indigenous women in our community, providing them with



individuals.

#inspire inclusion

Centrex's (ASX:CXM) Ardmore

Ardmore operation commenced

ramp up operations from ~150.000

tonnes of rock phosphate in 2023

vears.

workplace, making it more than just a job.

administrator

changes, while enjoying working with great

colleagues in a supportive and safe work

environment. I really look forward to all further

and

endeavours that lie ahead.

operator

Marie Nemat (Bookkeeper) I've recently become a part of Agriflex as a Bookkeeper. Armed with a master's degree in material engineering and a Cert IV in accounting and bookkeeping. I consider it a great privilege to work at Agriflex. The workplace offers me flexibility, allowing me to pursue my studies as I work towards completing a master's degree in professional accounting





Lauren Chona (Administrator Punchy's Earthmovina): I have recently started with Punchy's Earthmoving and am enjoying my time learning new and different aspects of the mining industry. Mining gives me the opportunity to spend auality time with my family on my days off in Mt Isa and Townsville as well as the social aspect of seeing my extended family when on site. I would encourage women to join the mining — it is an opportunity to learn a different type of skill while having the flexibility and enjoyment of having auglity time at home.

adds a unique and positive dimension to our operation of the kitchen.

Area Nurse (RAN) in Arnhem Land, specifically in a Jenette Lim (Chef) This is my Courtney Smith Marshall ( Punchy's Earthmoving): I small community known as Aboriginal Community - first year to celebrate IWD with am an operator for Punchy's Earth Moving at Bulman. One aspect I truly appreciate about Agriflex Centrex. My main role and Ardmore Mine for the past 10 months. Being a part of is their commitment to supporting the local community responsibilities are preparing and Ardmore has been really encouraging, to feel by sourcing employment directly from our area. The assembling meals for the crews supported as well as given me the opportunity to learn women I work alongside put in tremendous effort and and contractors. I and the other more about mining. Throughout my time here I have make significant contributions to the workforce, and it chef ensures efficiency in had the chance to operate a variety of machines fills me with pride to stand among these dedicated delivering consistent and high- learning as I go. While this is helping me gain grade quality food. Centrex has confidence as an operator, the thing that I enjoy is Our working relationship is not just professional; it's a given me the opportunity to the friendly company and laughter of others. Overall, valued connection. Despite being part of a personal widen and improve my culinary I would love to continue my future in the mining and small mine, we operate like a family, looking out expertise by allowing me to be industry and hopefully some day reach my goals in for each other every day. This sense of camaraderie able to perform the day-to-day gaining an excavator licenseto dig out ore as well as be an inspiration to other young women who puruse their job in the mining industry.

Lyreekia Sarmardin (Punchy's Earthmoving) I have been a part Risharne Punch (Punchy's Earthmoving) I am an of Punchy's Earthmoving for 18 months at Ardmore Phosphate Mine as an operator of which I enjoy working. We have a working Punchy's relationship at Ardmore mine and feel able to report issues while Earthmoving out at Ardmore Mine Site. For 2 years I having ongoing learning opportunities available to us. I continue to seen and had the enjoyment of seeing many learn and develop new skills in other machinery, in a controlled and safe environment. We have good relationships within our team and lots of fun as well. Overall, I would love to continue my future within the mining sector and to see other indigenous ladies also have these opportunities.



Soia Watts **Accounts Team** 

With two decades of alobal experience in the fertiliser and commodity industry. I bring a wealth of knowledge to my role. Working at Agriflex has been particularly rewarding due to the respect and positive environment

My professional objective extends beyond personal success; I am passionate about mentoring more women in the business. My vision is to create an environment at Agriflex where women can develop their careers and feel empowered to grow. Looking ahead, I plan to initiate a mentorship group opportunities to navigate and advance in their career paths.