



Empowering Talent

Agriflex's Commitment to Inclusion in Mining

#inspire
inclusion



CENTREX

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 an 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

Centrex's (ASX:CXM) Ardmore operation is situated south of Mt Isa in Northwest Queensland. Agriflex's Ardmore operation commenced operations in mid-2022 and plans to ramp up operations from ~150,000 tonnes of rock phosphate in 2023 to ~625,000 tonnes in the next two years.

Bec Vincent (Safety Advisor / Medic) I work as a registered nurse with experience in both mining and emergency situations. I firmly believe in the importance of maintaining and continually improving a strong safety culture as our site evolves. During my shifts, I witness the dedication of hardworking individuals striving to make these improvements.

I have dedicated two years of my career as a Remote Area Nurse (RAN) in Arnhem Land, specifically in a small community known as Aboriginal Community - Bulman. One aspect I truly appreciate about Agriflex is their commitment to supporting the local community by sourcing employment directly from our area. The women I work alongside put in tremendous effort and make significant contributions to the workforce, and it fills me with pride to stand among these dedicated individuals.

Our working relationship is not just professional; it's a valued connection. Despite being part of a personal and small mine, we operate like a family, looking out for each other every day. This sense of camaraderie adds a unique and positive dimension to our workplace, making it more than just a job.

Risharne Punch (Punchy's Earthmoving) I am an operator and administrator for Punchy's Earthmoving out at Ardmore Mine Site. For 2 years I seen and had the enjoyment of seeing many changes, while enjoying working with great colleagues in a supportive and safe work environment. I really look forward to all further endeavours that lie ahead.

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.



Jenette Lim (Chef) This is my first year to celebrate IWD with Centrex. My main role and responsibilities are preparing and assembling meals for the crews and contractors. I and the other chef ensures efficiency in delivering consistent and high-grade quality food. Centrex has given me the opportunity to widen and improve my culinary expertise by allowing me to be able to perform the day-to-day operation of the kitchen.

Lyreekia Sarmardin (Punchy's Earthmoving) I have been a part of Punchy's Earthmoving for 18 months at Ardmore Phosphate Mine as an operator of which I enjoy working. We have a working relationship at Ardmore mine and feel able to report issues while having ongoing learning opportunities available to us. I continue to 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.

Lauren Chong (Administrator Punchy's Earthmoving): 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 quality 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 quality time at home.

Courtney Smith Marshall (Punchy's Earthmoving): I am an operator for Punchy's Earth Moving at Ardmore Mine for the past 10 months. Being a part of Ardmore has been really encouraging, to feel supported as well as given me the opportunity to learn more about mining. Throughout my time here I have had the chance to operate a variety of machines learning as I go. While this is helping me gain confidence as an operator, the thing that I enjoy is the friendly company and laughter of others. Overall, I would love to continue my future in the mining industry and hopefully some day reach my goals in gaining an excavator license to dig out ore as well as be an inspiration to other young women who pursue their job in the mining industry.



Soja Watts
Accounts Team

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

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 specifically for indigenous women in our community, providing them with opportunities to navigate and advance in their career paths.



Hiti Taluja
Chief Commercial Officer