

## **Diversity Policy**

### **1 Purpose**

- 1.1 The purpose of this diversity policy is to outline the Company's commitment to establishing a corporate culture that embraces diversity.
- 1.2 This policy also provides a process for the board of directors of the Company (**Board**) to determine measurable objectives which the Company will implement and report against to achieve and measure its diversity goals.

### **2 Commitment to diversity**

- 2.1 The Company recognises that diversity incorporates all characteristics that make individuals unique from each other, these include (without limitation) factors such as race, religion, age, family status, ethnicity, gender and disability.
- 2.2 The Company recognises the benefits of diversity in the workplace and that it is essential in maintaining the Company's strong corporate performance. The Company is committed to providing a working environment across all levels of its business that fosters fairness, respect and equal access to opportunities regardless of individual differences.
- 2.3 The Company is committed to:
- (1) Following where appropriate the diversity recommendations published by the ASX Corporate Governance Council in the ASX Corporate Governance Principles and Recommendations by establishing measurable objectives for achieving gender diversity;
  - (2) promoting diversity among the Board, employees and senior management and throughout the Company where appropriate;
  - (3) ensuring that discrimination, harassment, vilification and victimisation is eradicated from the Company workplace; and

### **3 Strategies**

To help achieve the Company's diversity objectives the Board will:

- (1) review and develop policies and procedures to ensure diversity within the Company;
- (2) ensure responsibilities are delegated to the Board to ensure that the Company's diversity commitments are implemented appropriately;
- (3) maintain a formal and transparent procedure for the selection, appointment and reappointment of the Board;
- (4) maintain a formal and transparent procedure for the selection and promotion of staff generally;
- (5) ensure that recruitment occurs from a diverse pool of candidates for all positions including Board and senior management appointments; and
- (6) seek to identify and consider programs and initiatives that:

- (a) facilitate a corporate culture that embraces diversity, merit and flexibility and recognises that employees have responsibilities outside of the workplace;
- (b) ensure that meaningful and varied development opportunities are available to all employees so that employees can meet their full potential regardless of their individual background; and
- (c) enhance employee retention and promotion of existing employees, including identification of programs to broaden skills and experience of employees and the Board.

#### **4 Measurable Objectives**

The Board will task management to implement and set measurable objectives for achieving diversity (including gender diversity) in accordance with this policy and the diversity targets set by the Board from time to time and will review the effectiveness and relevance of these measurable objectives on an annual basis.

#### **5 Annual Disclosures**

Each year the Board will include in the Company's annual report:

- (1) measurable objectives for achieving gender diversity as set by management in accordance with this policy;
- (2) the Company's progress towards achieving its measurable objectives for achieving gender diversity;
- (3) the proportion of men and women on the Board, in senior executive positions and across the whole Company (including how the Company defines "senior executives"); and
- (4) if the Company is a "relevant employer" under the Workplace Gender Equality Act, the Company's most recent "Gender Equality Indicators" as defined and published in the Workplace Gender Equality Act 2012 (Cth).

#### **6 Policy review**

This Policy is subject to annual review by the Board.

#### **7 Availability**

The Company will make this Policy and procedure publicly available on its website in a clearly marked corporate governance section.

#### **8 Changes to this Policy**

- 8.1 The Company reserves the right, at its absolute discretion, to change this Policy from time to time, as it considers necessary.
- 8.2 Any changes will be communicated via the Company's website.

Approved by the Board on 25 July 2018