

Diversity Policy

Introduction

The Company believes that the promotion of diversity on boards, in senior management and within the organisation generally:

- broadens the pool for recruitment of high quality directors and employees;
- is likely to support employee retention;
- through the inclusion of different perspectives, is likely to encourage greater innovation; and
- is socially and economically responsible governance practice.

The Board of Directors (Board) is responsible for adopting and monitoring the Company's diversity policy (Policy).

Purpose

The Company is committed to actively managing diversity as a means of enhancing the Company's performance by recognising the utilising the contribution of diverse skills and talent from its directors, officers and employees. Diversity involves recognising and valuing different skills, experiences and perspectives, including persons with co-existing domestic ethnicity, marital or family status, religious or cultural background, sexual orientation and gender identity. The Company values the differences between its people and the contribution these differences make to the Company.

The purpose of this Diversity Policy is to:

- (a) outline the Company's commitment to diversity;
- (b) set out the responsibilities of the Board, senior executives and other employees to achieve the objectives of this policy; and
- (c) make directors, senior executives and other employees aware of the consequences if they breach this policy.

Selection and Appointment of Directors and Employees

The Company is dedicated to promoting a corporate culture that embraces diversity at all levels. The Company believes that diversity begins with the recruitment and selection practices of its Board and its staff.

Promoting Diversity

The Company encourages diversity in employment and in the composition of its Board as a means of ensuring the Company has an appropriate mix of skills and talent to conduct its business and achieve the Company's goals.

Diversity not only includes gender diversity but also includes matters of age, disability, ethnicity, marital or family status, religious or cultural background, sexual orientation and gender identity.

Specifically, the Company will provide equal opportunities in respect to employment and employment conditions, including:

- (a) **Hiring:** The Board will ensure appropriate recruitment and selection practices based on diverse skills, experience and perspectives is used when hiring new staff, including Board members. Job specifications, advertisements, application forms and contracts will not contain any direct or inferred discrimination. The Board is empowered to engage professional consultants to assist in the hiring process by presenting diverse candidates to the Company for consideration.
- (b) **Training:** All internal and external training opportunities will be based on merit and in light of Company and individual needs. The Board will consider senior management training and executive mentoring programmes to assist in the development of a broader and more diverse pool and skilled and experienced employees and that, over time, will prepare them for senior management and Board positions.
- (c) **Flexible Working Practices:** The Company recognises that employees (male and female) at all levels may have domestic responsibilities and where practicable and appropriate will consider flexible work practices that will assist them to meet those responsibilities.
- (d) **Career Advancement:** All decisions associated with career advancement, including promotions, transfers, and other assignments, will meet the Company's needs and be determined on skill and merit.

Work Environment

To have a properly functioning diverse workplace where discrimination, harassment, vilification and victimisation cannot and will not be tolerated by the Company.

The Board and senior executives will endeavour to ensure that the work environment is free from discrimination, harassment, vilification and victimisation and to ensure that complaints or reports of this type of behaviour are treated seriously, confidentially and sympathetically by the Company.

Consequences of Breach

It is the responsibility of all directors, officers and employees to comply with this Diversity Policy and report violations or suspected violations in accordance with this Diversity Policy.

Any breach of compliance with this Policy is to be reported directly to the Chief Executive Officer or Chair as appropriate. Anyone breaching this Policy may be subject to disciplinary action, including termination.

Review of Diversity Policy

The Board will proactively monitor Company performance in meeting the standards and policies outlined in this Policy.

This will include an annual review of this Policy, any measurable objectives set out by the Remuneration Committee, and the progress towards achieving them.

