

Diversity Policy

This policy sets out the Company's approach to diversity including the key principles and measurable objectives used to support the achievement of diversity at all levels of the Company's workforce. The Company recognises diversity occurs in many forms including gender, age, ethnicity and cultural background.

The Company acknowledges increased gender, age, ethnicity, and cultural diversity is associated with better financial performance, greater innovation and has a positive impact on the entire economy. The Company aspires to promote a workplace environment that attracts, retains and supports a diverse range of talent. The Company recognises that, where possible, attracting and maintaining workforce diversity will enable the Company to improve workplace culture and most effectively achieve the corporate goals of the Company.

The Company further acknowledges its policies, culture and environment will be cast to ensure a properly functioning diverse workplace and in so doing, discrimination, harassment, vilification and victimisation will not be tolerated.

1.1 Key principles

The following principles underpin the Company's approach to diversity:

- (a) fostering a culture supportive of diversity at all levels within the Company will enhance the recruitment, development and retention of a talented and motivated workforce;
- (b) achieving an appropriate level of diversity will require establishing and maintaining career and leadership development programs;
- (c) a necessary aspect of achieving diversity includes removing barriers to diversity;
- (d) measurable objectives will be transparent and fit for purpose;
- (e) steps taken to support the Company's diversity objectives will be consistent with the established approach to performance and reward; and
- (f) recognising that employees at all levels may have domestic responsibilities and, where possible within the business, adopting reasonable flexible work practices will assist them to meet those responsibilities.

1.2 Measurable objectives

The Board is required to establish measurable objectives for achieving gender diversity and may choose to establish such objectives in relation to other aspects of diversity. On an annual basis, the Board will review these objectives and any progress made towards achieving them. Additionally, the Board, or an appropriate Board committee, will annually review and report on the placement of men and women in the Company's workplace, their relative proportions and the roles in which they are employed.

The Board will establish the following measurable objectives:

- (a) an internal review mechanism that assesses the effectiveness of the diversity policy; and
- (b) appropriate workforce representation targets or other measurement tools that will identify the achievement of gender diversity objectives.

In addition, the measurable objectives may include:

- (a) developing and implementing a diversity plan;
- (b) reviewing recruitment procedures; and
- (c) reviewing female participation in leadership development initiatives.

1.3 Disclosure requirements

The Company will include in the "Corporate Governance" section in the annual report/ on its website an account of the mix of skills and diversity it seeks to achieve in membership of the Board.

Additionally, each year in the "Corporate Governance" section in the annual report/on the Company's website, the Company will disclose the measurable objectives for achieving gender diversity in accordance with the Diversity Charter and any progress towards achieving them. In particular, the Company will disclose the proportion of women employees in its workforce, in senior management (including how the Company has defined senior management for this purpose) and on the Board.

The Company has posted a summary of the Diversity Charter on its website.