

## Diversity Policy

### 1. Introduction

- 1.1 The Company and all its related bodies corporate are supportive of workplace diversity and inclusion at all levels of the Company.
- 1.2 The Company recognises the potential benefits that arise from employee and Board diversity and the importance of employing individuals on merit and not identity.
- 1.3 The Company does not tolerate discrimination, harassment, vilification or victimisation.
- 1.4 The Company acknowledges that hiring people based on identity is demeaning to people who achieved success through hard work and despite adversity.
- 1.5 Diversity includes, but is not limited to, cultural background, body shape, ethnicity, demographic background, gender and age.

### 2. Objectives

- 2.1 The Diversity Policy provides a framework for all people to be treated equally and provided with the same opportunity and allow for:
  - (a) people to be employed and promoted on merit and contribution to the business;
  - (b) a diverse and skilled workforce, leading to continuous improvement and achievement of corporate goals;
  - (c) a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;
  - (d) a work environment that values and utilises the contributions of employees of all backgrounds; and
  - (e) awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all individuals.

### 3. Responsibilities

#### 3.1 The Board's commitment

- (a) The Board is supportive of workplace diversity and ensuring people of all backgrounds have no barriers to employment or advancement.
- (b) The Board will conduct all Board appointment processes in a manner that ensures candidates are selected on merit and without prejudice or discrimination.

- (c) The Board is responsible for developing measurable objectives and strategies to achieve the objectives of the Diversity Policy (**Measurable Objectives**) and monitoring the progress of the Measurable Objectives through the monitoring, evaluation and reporting mechanisms listed below.
- (d) The Board will also set Measurable Objectives for achieving gender diversity and monitor their achievement.
- (e) The Board will conduct all Board appointment processes in a manner that promotes gender diversity, including establishing a structured approach for identifying a pool of candidates, using external experts where necessary.

### 3.2 Strategies

The Company's diversity strategies include:

- (a) recruiting from a diverse pool of candidates for all positions;
- (b) removing barriers to entry for all potential candidates and basing selection on merit not discriminating factors; and
- (c) encourage workforce participation across all genders, demographics, tribal backgrounds and ethnicities when and where appropriate.

## 4. Monitoring and evaluation

- 4.1 The Chair will monitor the scope and currency of this Policy annually.
- 4.2 The Company is responsible for implementing, monitoring and reporting on the Measurable Objectives.
- 4.3 Measurable Objectives must be reviewed and set annually.
- 4.4 Measurable Objectives as set by the Board will be included in the annual key performance indicators for the CEO and senior executives.
- 4.5 In addition, the Board will review progress against the Objectives as a key performance indicator in its annual performance assessment.

## 5. Reporting

The Board will include in the Annual Report each year:

- (a) the Measurable Objectives, set by the Board for that year;
- (b) progress against the Measurable Objectives; and
- (c) either:

- (i) the proportion of women employees in the whole organisation, at senior management level and at Board level; or
- (ii) if the Company is a 'relevant employer' under the Workplace Gender Equality Act, the Company's most recent 'Gender Equality Indicators', as defined in and published under that Act.