

# *Diversity Policy*

Version: 1.0



POLICY NAME	DIVERSITY POLICY
POLICY MANAGER	Company Secretary
APPROVAL AUTHORITY	Board
ADOPTION DATE	26 September 2022
VERSION REFERENCE	Version 1.0

## 1. INTRODUCTION

The Company and all its related bodies corporate are committed to workplace diversity.

The Company recognises the benefits arising from employee and Board diversity, including a broader pool of high-quality employees, improving employee retention, accessing different perspectives and ideas and benefiting from all available talent.

Diversity includes, but is not limited to, gender, age, ethnicity, and cultural background.

To the extent practicable, the Company will address the recommendations and guidance provided in the ASX Corporate Governance Council's *Corporate Governance Principles and Recommendations*.

This Diversity Policy does not form part of an employee's contract of employment with the Company, nor gives rise to contractual obligations. However, to the extent that the Diversity Policy requires an employee to do or refrain from doing something, and at all times subject to legal obligations, this Diversity Policy forms a direction of the Company with which an employee is expected to comply.

## 2. GOALS

This Diversity Policy provides a framework for the Company to achieve:

- a. a diverse and skilled workforce, leading to continuous improvement in service delivery and achievement of corporate goals;
- b. a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;
- c. improved employment and career development opportunities for women;
- d. a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences, and perspectives through improved awareness of the benefits of workforce diversity and successful management of diversity; and
- e. awareness in all staff of their rights and responsibilities with regards to fairness, equity, and respect for all aspects of diversity.

Collectively, the **Goals**.

This Diversity Policy does not impose on the Company, its directors, officers, agents or employee any obligation to engage in, or justification for engaging in, any conduct which is illegal or contrary to any anti-discrimination or equal employment opportunity legislation or laws in any State or Territory of Australia or of any foreign jurisdiction.

### 3. RESPONSIBILITIES

#### 3.1 The Board's commitment

The Board is committed to workplace diversity. The Board is responsible for developing annual measurable objectives and strategies to meet the Goals of this Diversity Policy (**Measurable Objectives**) and monitoring the progress of the annual Measurable Objectives through the monitoring, evaluation and reporting mechanisms listed below.

The Board may also set Measurable Objectives for achieving gender diversity and monitor their achievement.

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. the creation, or use of, a Board Sub-committee to oversee the implementation of this Diversity Policy;
- b. recruiting from a diverse pool of candidates for all positions, including senior management and the Board;
- c. reviewing succession plans to ensure an appropriate focus on diversity;
- d. identifying specific factors to take account of in recruitment and selection processes to encourage diversity;
- e. developing programs to develop a broader pool of skilled and experienced senior management and Board candidates, including, workplace development programs, mentoring programs and targeted training and development;
- f. developing a culture which takes account of domestic responsibilities of employees; and
- g. any other strategies the Board develops from time to time.

## 4. MONITORING, EVALUATION and REVIEW

### 4.1 The Board's role

The Board will:

- a) review and approve Measurable Objectives for achieving gender diversity at the Board, senior executive, and general workforce levels;
- b) annually assess the Measurable Objectives and the progress in achieving them;
- c) review and monitor the effectiveness of this Diversity Policy;
- d) consider recommendations in relation to changes to this Diversity Policy and approve any changes.

This Diversity Policy may be amended by resolution of the Board.

### 4.2 The role of the Nomination & Remuneration Committee (NRC)

The Board has currently delegated authority to the NRC the role of overseeing the implementation of this Diversity Policy and assessing progress in achieving its Goals and agreed objectives.

The NRC will review this Diversity Policy annually to ensure it remains relevant to the current needs of the Company and recommend any changes it considers appropriate to the Board.