

Schedule 9 – Diversity Policy

1. INTRODUCTION

The Board considers that the promotion of diversity in Board positions, in executive and senior management and within the Company and its subsidiaries generally:

- broadens the pool of recruitment of high-quality directors, officers and employees;
- supports the retention of personnel;
- through the inclusion of different perspectives, may lead to better insights, decision making and outcomes for the Company; and
- is a socially and economically responsible governance practice.

To the extent practicable, the Company will consider the Recommendations where appropriate to the Company.

This 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, the Policy forms a direction of the Company with which an employee is expected to comply.

2. OBJECTIVES

This 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) an inclusive workplace where discrimination, harassment, vilification and victimisation cannot and will not be tolerated;
- (d) enhanced recruitment practices whereby the best person for the job is employed, which requires the consideration of a broad and diverse pool of talent, and ongoing talent management and career development opportunities;
- (e) 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
- (f) awareness in all employees and personnel of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity.

This policy does not impose on the Company, its directors, officers, agents or employees 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. IMPLEMENTATION

To assist in pursuing the objectives set out in this policy, the Board will:

- (a) review its diversity strategies from time to time;
- (b) consider best practice and contemporary topics in diversity;

- (c) use its reasonable endeavours to implement initiatives supportive of the objectives of this policy, which may include setting measurable targets, conducting training programs, human resource initiatives, policies and processes and/ or internal communications and culture campaigns;
- (d) oversee the implementation of the diversity strategy across the Company;
- (e) discuss with management any emerging diversity-related organisational issues;
- (f) consider reports provided by management as to the progress of the implementation of the diversity strategy; and
- (g) alert management to issues that would enhance the implementation of any diversity strategy.

Having regard to the size of the Company's operations and number of its employees and personnel at the date this policy is adopted, the Board has determined not to formally adopt any measurable targets/ objectives at this stage and will reassess this position as the Company's operations grow and evolve.

4. MONITORING AND REVIEW

The Board will monitor the scope and currency of this policy and may amend this policy to ensure that it is appropriate for the Company's business and operations and is up to date with applicable laws and regulations.

5. VERSION CONTROL

Version	Date	Changes
1	12 October 2021	Review and update consistent with 4 th Edition compliant Corporate Governance Plan