

DIVERSITY POLICY

As approved by the Board of Directors 22 October 2021

Introduction

The Company recognises the positive advantages of diversity in the workplace and is committed to:

- 1.1 creating a working environment conducive to the appointment of well qualified employees, senior management and board candidates; and
- 1.2 identifying ways to promote a corporate culture which embraces diversity when determining the composition of employees, senior management and the Board, recognising that employees at all levels may have domestic responsibilities.

Monitoring compliance

The Board has delegated the responsibility of monitoring and ensuring workplace diversity to the Managing Director.

The Board will annually review the diversity objectives set out in this policy and its progress in achieving them.

Recruitment

The Managing Director will:

- 1.3 review the recruitment and selection processes to ensure that current and potential employees are not discriminated against; and
- 1.4 ensure that the selection process of its employees, senior management and the board takes into account the following factors:
 - 1.4.1 attract and retain people from equal employment opportunity target groups, and others who together make up a diverse workforce; and
 - 1.4.2 facilitate the employment of indigenous Australian people.

Awareness, skills and development

To embrace diversity in the Company and assist in the development of a broader pool of skilled and experienced board candidates the Company will:

- 1.5 provide induction, education and training to staff who are from diverse backgrounds to enhance the retention of new employees and promotion of existing employees to senior management and board positions; and
- 1.6 ensure that employees, senior management and the board attend programs to increase awareness of issues in relation to the employment of staff from diverse backgrounds.

Evaluating and managing diversity

- 1.7 The Managing Director will, where appropriate, regularly gather information on demographics in the Company and conduct staff surveys or diversity audits to identify areas of weakness.

Reporting compliance with measurable objectives

- 1.8 In its Corporate Governance Statement, the Company will disclose:
 - the measurable objectives for achieving diversity set by the Board in accordance with the diversity policy; and
 - the progress towards achieving them.

The Company has not at this time implemented specific measurable objectives regarding the proportion of females to be employed within the organisation or implement requirements for a proportion of female candidates for employment and Board positions. The Board considers that the setting of quantitative gender based measurable targets is not necessarily consistent with the merit and ability-based policies currently implemented by the Company.

The Board will consider the future implementation of gender- based diversity measurable objectives when more appropriate to the size and nature of the Company's operations.