

# Summary of Diversity Policy

---

## **1 Purpose and application**

The Board has adopted a Diversity Policy, which applies to all directors and employees of the Company, and sets out the Company's commitment to managing diversity, as it is in the Company's interest to be able to attract, retain and motivate directors and employees from the widest possible pool of available talent.

---

## **2 Achieving diversity**

The Diversity Policy outlines the way in which the Company will achieve diversity through:

- (a) having an environment conducive to diversity;
- (b) appropriate recruitment and selection practices;
- (c) consideration of training and executive mentoring programs;
- (d) consideration of flexible work practices; and
- (e) fostering individual career development.

The Board may also set measurable objectives for achieving gender diversity that are appropriate for the Company. If measurable objectives are established, they will be disclosed in the Company's corporate governance statement prepared in accordance with ASX Listing Rule 4.10.3. The Board may also set measurable objectives in relation to other aspects of diversity that are appropriate for the Company.

The Board will also consider setting key performance indicators for senior executives to measure the achievement of any measurable objectives set by the Board, and consider linking part of their remuneration (either directly or as part of a "balanced scorecard" approach) to the achievement of those objectives.

---

## **3 Review**

The Board will review the Diversity Policy at least annually, and update it as required. The Board will also review any measurable objectives it has set in accordance with this policy, and its progress towards achieving them.