

Corporate Governance Practices

Diversity Policy

The Company values diversity in all aspects of its business and is committed to creating a working environment that recognises and utilises the contribution of all its employees. The purpose of this policy is to provide diversity and equality relating to all employment matters. The Company's policy is to recruit and manage on the basis of ability and qualification for the position and performance, irrespective of gender, age, marital status, sexuality, nationality, race/cultural background, religious or political opinions, family responsibilities or disability. The Company opposes all forms of unlawful and unfair discrimination.

The Company's strategies include:

- Recruit and manage on the basis of an individual's competence, qualification and performance;
- Create a culture that embraces diversity and rewards people to act in accordance with this policy;
- Appreciate and respect the unique aspects that individuals bring to the workplace;
- Foster an inclusive and supportive culture to enable people to develop to their full potential;
- Identify factors to be taken into account in the employee selection process to ensure the best person is selected;
- Take action to prevent and stop discrimination, bullying and harassment; and
- Recognise that employees at all levels of the Company may have domestic responsibilities.

The Board is responsible for establishing and monitoring the Company's overall diversity policy. The Managing Director is responsible for the application of the policy across the organisation. Employees are responsible to ensure they comply with the guidelines of the policy, promote the spirit of diversity and equal opportunity and report any questionable business practices that may breach this policy to the Managing Director and Company Secretary.