

EMPLOYEE DIVERSITY POLICY

Overview

The Company recognises the importance of Diversity in the workplace and embraces the value that a diverse workforce adds to an organisation, including by gender, age, ethnicity and cultural background. The Company believes that Diversity enables it to create more value for its shareholders, as it allows the Company to become more innovative, responsive, productive and competitive.

Purpose

This Policy sets out the Company's policy in relation to Diversity of Employees of the Company.

1 Exceptions to the Policy

Any exemptions to this Policy must be approved by a Director and the Policy Owner.

2 Measurable Objectives

- 2.1 By 30 April annually, the Policy Owner will establish measurable objectives for achieving Diversity by the Company and provide these to the Chief Executive Officer.
- 2.2 By 30 June annually, the Chief Executive Officer will review and approve the measurable objectives for achieving Diversity in the Company.

3 Assessment of Measurable Objectives

- 3.1 The Policy Owner will, annually, review both the measurable objectives and progress in achieving each measurable objective.

4 Recruitment and Selection Processes

- 4.1 Each Business Unit Head is responsible for:
 - (a) including Diversity objectives in recruitment, performance evaluations and succession planning processes of the Company;
 - (b) ensuring any prospective Employee selection process is formal and transparent, is free from discrimination, and where each application is treated fairly and evaluated objectively; and
 - (c) ensuring that a diverse pool of qualified candidates are submitted for consideration.
- 4.2 The Policy Owner is responsible for ensuring that Business Unit Heads undertake annual Diversity training to set culture and awareness of the benefit to the Company arising from a diverse workforce and senior management team.

5 Reporting Obligations

- 5.1 By 30 June annually, the Policy Owner will review and report to the Chief Executive Officer on:
- (a) the appropriate mix of skills, experience, expertise and Diversity required by the Company and assess the extent to which the required skills are represented in the Company;
 - (b) the Company's progress towards achieving the measurable objectives;
 - (c) the relative proportion of women and men in the workplace at all levels of the Company;
 - (d) make recommendations regarding this Policy and strategies to address Diversity; and
 - (e) make recommendations to the Chief Executive Officer in relation to the objectives for achieving gender diversity, and the initiatives to support those objectives, including whether a gender pay gap exists.

6 Review

- 6.1 The Policy Owner will conduct an annual review of this Policy, make recommendations for improvements and changes and ensure that any revisions to this Policy are approved in accordance with this Policy.
- 6.2 The Audit and Risk Committee will, annually, internally review and assess the effectiveness of this Policy.

7 Compliance Statement

The Executives, Business Unit Heads and Employees of the Company must be aware of this Policy and comply with this Policy while carrying out their duties and responsibilities.

Policy Approval

This Policy must be approved by the Policy Owner, the Policy Committee and a Director.

Policy Changes

The Company may at any time, and from time to time, revoke, vary or add to all or any of the terms of this Policy.

Policy Compliance

The Policy Owner is responsible to implement and monitor the effectiveness of this Policy.

Definitions

Business Unit Head means any manager directly reporting to an Executive.

Company means Yoogalu Pty Limited A.C.N. 002 269 132 (**Yoogalu**) and any relevant related body corporate of Yoogalu.

Director means each person who holds the position of "Director" of the Company.

Diversity includes race, ethnicity, gender, sexual orientation, socio-economic status, culture, age, physical ability and religious, political and other beliefs. Diversity also includes differences in background, education, marital status, personality and life experience.

Employees include each Executive, general managers, employees, contractors, consultants and all other persons representing or otherwise employed by the Company.

Executive means each person who holds a position which makes that person an “officer” of the Company, as that term is defined in the *Corporations Act* 2001 (Cth).

Policy means this Employee Diversity Policy, as amended from time to time.

Policies means the policies of the Company, including this Policy, as amended from time to time.

Policy Committee means the following Department Heads of the Company:

- (a) Legal;
- (b) Human Resources;
- (c) Risk; and
- (d) Internal Audit

Policy Owner	General Manager – Human Resources
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