

DIVERSITY POLICY

The Company recognises that

- A diverse and talented workforce is a competitive advantage and that the Company's success is the result of the quality and skills of our people.
- In order to have a properly functioning diverse workplace, discrimination, harassment, vilification and victimisation cannot and will not be tolerated

Our policy is to recruit and manage on the basis of qualification for the position and performance, regardless of gender, age, nationality, race, religious beliefs, cultural background, sexuality or physical ability. It is essential that the Company employs the appropriate person for each job and that each person strives for a high level of performance.

The Company's strategies are to:

1. recruit and manage on the basis of an individual's competence, qualification and performance;
2. create a culture that embraces diversity and that rewards people to act in accordance with this Policy;
3. appreciate and respect the unique aspects that individuals bring to the workplace;
4. foster an inclusive and supportive culture to enable people to develop to their full potential;
5. identify factors to be taken into account in the employee selection process to ensure we have the right person for the right job;
6. take action to prevent and stop discrimination, bullying and harassment;
7. ensure performance evaluations are non-discriminatory and merit based;
8. ensure that remuneration and other benefits are fair and equitable; and
9. recognise that employees at all levels of the Company may have domestic responsibilities.

The Board is accountable for ensuring this Policy is effectively implemented and will, assisted by management, monitor diversity at all levels of the organisation at least once a year. Each employee has a responsibility to ensure that these objectives of this Policy are achieved