



## DIVERSITY POLICY

The Company recognises the benefits arising from employee and board diversity, including a broader pool of high quality employees, improving employee retention, accessing different perspectives and ideas and benefiting from all available talent.

Diversity includes, but is not limited to, gender, age, ethnicity and cultural background.

The Company wishes to encourage an open and non-discriminatory workplace to promote competency and performance and will select on merit. However all other things being equal, diversity of background will receive preference to comply with the expressed corporate goals.

This policy applies to all of the Company's employees, contractors, directors and officers at all of the Company's locations.

The Board and Management seek to implement the following to promote diversity:

- the Board establishing, and reviewing on an annual basis, measurable objectives for achieving improvement in the diversity and, in particular, the gender mix of the workforce;
- recruiting and managing on the basis of an individual's competence and performance;
- creating a culture that empowers and rewards people to act in accordance with this policy;
- appreciating and respecting the unique attributes that each individual brings to the workplace;
- fostering an inclusive and supportive culture to enable people to develop to their full potential;
- ensuring we have clear reporting processes and procedures in place;
- promoting diversity through our actions and interactions;
- fostering awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity;
- creating a culture that not only supports workplace diversity but also recognises that employees at all levels in the Company may have domestic responsibilities;
- taking action to prevent and stop discrimination, bullying and harassment; and
- regularly reviewing pay equity to address any gender gaps.

The Company's managers are expected to ensure this policy is implemented and integrated into all activities. The Managing Director of the Company is accountable for ensuring this policy is implemented.

The Board of Directors will review the Company's diversity strategy at least annually and will monitor progress toward the achievement of measurable objectives. This policy will be reviewed regularly and updated as required.

A handwritten signature in black ink, appearing to read "R. Cottee", is written in a cursive style.

Richard Cottee  
Chief Executive Officer  
12 September 2012