



Diversity Policy

IPH Limited

ACN 169 015 838

Diversity Policy

1. Introduction

The Company recognises that a diverse workforce is a competitive advantage and that the Company's success is the result of the quality and skills of its people. This Diversity Policy is designed to support the Company's commitment to diversity.

2. Objectives

The Diversity Policy provides a framework for the Company and its related entities (**Group**) to achieve the following objectives:

- (a) a diverse and skilled workforce;
- (b) a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;
- (c) a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives through improved awareness of the benefits of workforce diversity and successful management of diversity;
- (d) awareness in all staff of their rights and responsibilities with regards to fairness; and
- (e) equity and respect for all aspects of diversity.

3. Benefits of diversity

Diversity encompasses, among a range of matters, gender diversity, age, disability, ethnicity, marital or family status, religious or cultural background, sexual orientation and gender identity. Embracing diversity contributes to the Company achieving its corporate objectives and enhances its reputation and enables the Company to:

- (a) recruit the right people from a diverse pool of talented candidates;
- (b) create an inclusive workplace culture that embraces diversity; and
- (c) better represent the diversity of all of the Company's stakeholders.

4. Strategies

The Group's diversity strategies include:

- (a) taking steps to attract, retain and motivate well qualified employees, Senior Executives and Board members from a diverse pool of candidates;
- (b) reviewing succession plans to make sure there is an appropriate focus on diversity;
- (c) identifying specific factors to take account of in recruitment and selection processes to encourage diversity;
- (d) developing and implementing programs to develop a broader pool of skilled and experienced employees, senior management and Board candidates, including workplace development programs;
- (e) taking action against inappropriate workplace behaviours including discrimination, harassment, vilification and victimisation;

- (f) recognising that Employees may have domestic responsibilities and providing workplace flexibility that will assist them to meet those responsibilities;
- (g) developing and implementing mentoring programs and targeted training and development;
- (h) setting Board-determined measurable objectives for achieving gender diversity (**Measurable Objectives**) and assessing annually both the Measurable Objectives and the Company's progress in achieving them; and
- (i) any other strategies the Board develops from time to time.

5. Monitoring and Evaluation

Measurable Objectives set by the Board will be included in the annual key performance indicators for the Managing Director and Senior Executives.

6. Reporting

The Board will include the Measurable Objectives (if any) set by the Board and progress in achieving them in the Annual Report each year.