



Diversity Policy

IPH Limited

ACN 169 015 838

Diversity Policy

1. Introduction

IPH Limited (ACN 169 015 838) (**IPH**) and its related entities (each an **IPH Entity** and collectively the **IPH Group**) recognise that a diverse workforce is a competitive advantage and that the IPH Group's success is the result of the quality and skills of its people.

This Diversity Policy is designed to support the IPH Group's commitment to diversity and reinforce the values that underpin the operation of IPH and the IPH Group, which are set out in IPH's Statement of Values.

2. Objectives

The Diversity Policy provides a framework for the IPH 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 a range of matters, including gender diversity, age, disability, ethnicity, marital or family status, religious or cultural background, sexual orientation and gender identity. Embracing diversity contributes to the IPH Group achieving its corporate objectives, enhancing its reputation and enables the IPH Group 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 IPH Group's stakeholders.

4. Strategies

The IPH 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 Executives and Board candidates, including workplace development programs;

- (e) taking action against inappropriate workplace behaviours including discrimination, harassment, vilification and victimisation;
- (f) recognising that employees (female and male) 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 IPH'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 IPH Limited Annual Report each year.

7. Review

This Diversity Policy will be periodically reviewed to ensure it is operating effectively. All updates to the Policy will be published on the IPH Limited website.

Revision History / Version	Date	Summary of Changes	Author
1.0	June 2016		
2.0	July 2020	Diversity Policy updated	PMH