



## Diversity Policy

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**Aeeris Limited** ABN 18 166 705 595

Adopted on 27 April 20202

## 1. Introduction

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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 its people. This Policy is designed to support the Company's commitment to diversity and to compliance generally with the Principles and Recommendations.

To the extent practicable, Aeeris will address the recommendations and guidance provided in the Principles and Recommendations.

## 2. Definitions

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General terms and abbreviations used in this Policy have the following meaning set out below.

<b>Aeeris or Company</b>	Aeeris Limited ACN 166 705 595.
<b>ASX</b>	ASX Limited.
<b>Principles and Recommendations</b>	the Corporate Governance Principles and Recommendations published by the ASX Corporate Governance Council, as amended or replaced from time to time.
<b>Corporations Act</b>	<i>Corporations Act 2001</i> (Cth).
<b>Policy</b>	This diversity policy.

## 3. Objectives

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This Policy provides a framework for Aeeris to achieve:

- (a) a diverse and skilled workforce, leading to continuous improvement in service delivery and achievement of corporate goals;
- (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; and

- (d) awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity (**Objectives**).

## 4. Benefits of diversity

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Workplace diversity refers to a variety of differences between people in an organisation, diversity encompasses, among a range of matters, differences in gender, age, ethnicity, race, disability and cultural background. Embracing diversity in the workforce 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 a culture that embraces diversity and that rewards people to act in accordance with this Policy;
- (c) retain and develop an appropriate skills base in the Company;
- (d) make more informed and innovative decisions, drawing on the wide range of ideas, experiences, approaches and perspectives that employees from diverse backgrounds, and with differing skill sets, bring to their roles in the Company; and
- (e) better represent the diversity of all stakeholders.

## 5. Responsibilities

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### 5.1 The Board's Commitment

The Board is committed to workplace diversity, with a particular focus on supporting the representation of women at a senior level of the Company and on the Board.

The Board is responsible for developing measurable objectives and strategies to meet the Objectives of this Policy (**Measurable Objectives**) and monitoring the progress of the Measurable Objectives through the monitoring, evaluation and reporting mechanisms listed below.

The Board will conduct all Board appointment processes in a manner that promotes gender diversity, including establishing a structured approach for identifying a pool of candidates.

### 5.2 Strategies

Aeeris' diversity strategies include:

- (a) recruiting from a diverse pool of candidates for all positions, including senior management and the Board;

- (b) reviewing succession plans to ensure an appropriate focus on diversity;
- (c) identifying specific factors to take account of in recruitment and selection processes to encourage diversity;
- (d) developing programs to develop a broader pool of skilled and experienced senior management and board candidates, including workplace development programs, mentoring programs and targeted training and development;
- (e) developing a culture which takes account of domestic responsibilities of employees; and
- (f) any other strategies the Board develops from time to time.

## 6. Monitoring and Evaluation

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Measurable Objectives set by the Board will be included in the annual key performance indicators for the Managing Director and senior executives. In addition, the Board will review progress against the Objectives as a key performance indicator in its annual performance assessment.

## 7. Reporting

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The Board will include in the Annual Report each year:

- (a) Measurable Objectives, if any, set by the Board;
- (b) progress against the Objectives; and
- (c) the respective proportions of men and women employees in the whole organisation, at senior management level and at Board level.

## 8. Publication

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A copy of this Policy is available at [www.aeeris.com.au](http://www.aeeris.com.au).