



# DIVERSITY POLICY

Trimantium GrowthOps Limited (ACN 621 067 678) ("**Company**")

**Effective** 10 November 2017

# DIVERSITY POLICY

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## **1 What diversity means to us**

### **1.1 Our values**

We endeavour to create a diverse work environment in which everyone is treated fairly and with respect and where everyone feels responsible for the reputation and performance of the Company. The board of directors (“**Board**”) and management of the Company believe that the Company’s commitment to this policy contributes to achieving the Company’s corporate objectives and embeds the importance and value of diversity within the culture of the Company.

### **1.2 What is diversity?**

Diversity refers to characteristics that make individuals different from each other. Diversity encompasses differences in backgrounds, qualifications and experiences, and also differences in approach and viewpoints. It includes factors such as gender, age, disability, ethnicity, marital or family status, religious or cultural background, sexual orientation, gender identity, sexual preference, language and other areas of potential difference.

### **1.3 Gender diversity**

The Company encourages greater diversity, it is important to effectively nurture and develop the pool of potential available talent. Early identification and development of female talent is clearly of significant importance in ensuring that there are appropriately qualified and experienced women for consideration when positions become available.

### **1.4 Ability not disability**

When we employ and promote people, we consider ability and not disability. We aim to create an inclusive environment that supports people and removes artificial barriers from the workplace.

### **1.5 Unacceptable behaviour not tolerated**

In order to have a properly functioning diverse workplace, discrimination, harassment, vilification and victimisation cannot and will not be tolerated.

### **1.6 Stakeholder diversity**

We respect shareholder diversity and diversity reflected in the communities in which we operate.

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## **2 How we promote diversity**

### **2.1 Steps we are taking and measurable objectives**

The Company seeks to create an inclusive workplace that embraces and promotes diversity as part of our corporate culture. This involves providing supportive and inclusive diversity-related workplace policies, programs and practices within our business.

The Company aims to improve the diversity of staff over time by the following initiatives:

- (a) recruit employees on the basis of an overall merit-based system, while having regard to this diversity policy;

- (b) examining factors relating to gender diversity in the past and analysing ways to improve;
- (c) ensuring this policy is communicated to staff at all levels of the Company;
- (d) prevent and stop bullying, discrimination and harassment;
- (e) induction, training and other programs promoting diversity; and
- (f) making the recruitment process accessible to all candidates by advertising positions both broadly and in specific publications, using professional recruitment services where required and providing guidance on its recruitment processes.

## **2.2 The Board's role**

The Board will:

- (a) review and approve measurable objectives for achieving diversity, including gender diversity;
- (b) assess these objectives from time to time and the progress made towards achieving; and
- (c) review and monitor the effectiveness of this diversity policy.

## **2.3 Implementation**

The Board has delegated to the Nomination and Remuneration Committee the role of overseeing the implementation of this policy and assessing progress in achieving its measurable objectives from year to year. The Nomination and Remuneration Committee will also review this policy at least annually.

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# **3 Publication of this policy and our progress**

This policy will be made available to all directors and employees and will be available on the Company's website.

We will provide information in the Company's annual report regarding:

- (a) key features of this policy; and
- (b) our measurable objectives for achieving gender diversity and our progress towards achieving them, and either
  - (i) the proportion of women employees in the organisation, in senior executive positions and on the Board; or
  - (ii) where the company is required to comply with the Workplace Gender Equality Act, the company's most recent "Gender Equality Indicators" as defined in and published under the Workplace Gender Equality Act.