



Diversity Policy

1. Introduction

- 1.1 This document sets out the diversity policy (the **Diversity Policy**) of the Euroz Group of Companies which consists of Euroz Hartleys Group Limited, Euroz Hartleys Limited and Westoz Funds Management Limited (collectively the **Euroz Hartleys Group**).
- 1.2 The Diversity Policy is intended to set out a framework by which diversity is managed and encouraged within the Euroz Hartleys Group.

2. The meaning of diversity and its benefits

- 2.1 Diversity refers to the differences between the people who are currently employed (including Directors) in the Euroz Hartleys Group or who wish to be employed. Such differences include (but are not limited to) those arising from gender, race, age, ethnicity, sexual orientation, and disability but also include other differences (including relationship or parental status).
- 2.2 The Euroz Hartleys Group believes that having a diverse workforce has important commercial and operational benefits (for example recruiting from a wider range of potential candidates and therefore potentially employing better candidates and having a workforce with wider range of skills, experiences and ideas thereby leading to increased performance). An equally important benefit of diversity is that it assists the Euroz Hartleys Group in its ongoing efforts to make a positive contribution to the Australian community.

3. Commitment to diversity

The Euroz Hartleys Group is committed to:

- (1) treating all of its staff equally irrespective of their gender, race, age, ethnicity, sexual orientation, disability or any other irrelevant difference;
- (2) having in place a corporate culture where all staff feel equally included and valued irrespective of their gender, race, age, ethnicity, sexual orientation, disability or any other irrelevant difference; and
- (3) not discriminating in the employment of staff (including the appointment of Directors) based upon a potential candidate's gender, race, age, ethnicity, sexual orientation, disability or any other irrelevant difference.

4. Board selection processes

The composition of the Board is stable and the majority of Board members are selected from persons who work day to day in the Euroz Hartleys Group. In these circumstances, the Euroz Hartleys Group has decided not to put a formal nomination committee process in place with respect to the ongoing balance of diversity at Board level. However, the Euroz Hartleys Group is committed to ensuring that any future Board appointments are made without discriminating against a potential



candidate on the basis of their gender, race, age, ethnicity, sexual orientation, disability or any other irrelevant difference.

5. Objectives for achieving gender diversity

5.1 The Euroz Hartleys Group has formed the view that, at this time, it is not appropriate or practical to:

- (1) establish measurable objectives for achieving gender diversity (for example deciding upon a specific number of women that must be employed and/or the number of women that must occupy specific roles and/or the number of women who should be appointed as a Director); and to formally assess the Euroz Hartleys Group's progress towards achieving gender diversity

5.2 However, in accordance with the matters set out above, the Euroz Hartleys Group is committed to initial employment (including the appointment of Directors), promotion and other employment related decisions being made in a way that does not discriminate on the basis of gender.

5.3 The Euroz Hartleys Group, on a case by case basis, will provide employees and Directors with flexible working arrangements so as to assist all employees (and Directors) to balance their work and domestic related responsibilities.

5.4 Given the matters set out above, at this time, the Euroz Hartleys Group does not intend to make specific disclosures in its Annual Report about gender diversity related issues.

6. Measures to promote diversity

6.1 The Euroz Hartleys Group requires that each Director and employee of the group act so that the following objectives are achieved:

- (1) all employment related decisions (including appointment to the Board) must be made without discrimination on the basis of gender, race, age, ethnicity, sexual orientation, disability or any other irrelevant difference;
- (2) all promotion decisions (and other work related decisions) must be made based on performance and merit, without discrimination on the basis of gender, race, age, ethnicity, sexual orientation, disability or any other irrelevant difference;
- (3) no Director or employee of the Euroz Hartleys Group must otherwise be discriminated against or in any way treated unfairly or inappropriately on the basis of their gender, race, age, ethnicity, sexual orientation, disability or any other irrelevant difference; and
- (4) reasonable measures are put in place on a case by case basis (for example flexible working arrangements) so as to ensure Directors and employees are not disadvantaged as a result of their gender, race, age, ethnicity, sexual orientation, disability or any other irrelevant difference.



7. Application of this policy and its review

- 7.1 This Diversity Policy applies to all Directors, and employees (including contractors) of the Euroz Hartleys Group.
- 7.2 The Diversity Policy will be reviewed annually.