ARGO INVESTMENTS LIMITED

DIVERSITY AND INCLUSION POLICY

1. INTRODUCTION

Argo Investments Limited (Argo) is committed to being an inclusive workplace that values and promotes diversity. References to Argo include its wholly owned subsidiary, Argo Service Company Pty Ltd (ASCO).

2. DEFINITIONS

Diversity in the workplace encompasses the acceptance and respect of the variety of characteristics that make individuals different from each other and a recognition of the benefits that diversity brings. Diversity characteristics include, but are not limited to, gender, ethnicity, age, physical abilities, family status, sexual orientation, religion and other ideologies.

An inclusive workplace means one of equity and fairness in treatment regardless of background and an environment of inclusivity in terms of participation and contribution.

3. OBJECTIVE

The Company's objective is to promote and support diversity and inclusion within its workforce, recognising that a diverse range of perspectives facilitates good decisions, business practices and ethical behaviour.

The Company promotes a culture that values individual differences and will not tolerate unlawful discrimination, harassment, bullying or victimisation.

4. RECRUITMENT AND PROMOTION

The Company recruits and promotes at all levels on the basis of skills, qualifications, experience and competence. A diverse range of candidates are considered when recruiting, with the final selection based on merit. Argo will consider the diversity of its current employees and Directors when seeking candidates.

5. PROGRAMS AND INITIATIVES

Company initiatives to support its diversity objective include:

(a) promotion of a culture of diversity and inclusion and removing barriers to this achievement;
(b) ensuring the recruitment and promotion process at all levels reflects its commitment to diversity;
(c) provide opportunities for professional development;
(d) reward and remunerate fairly, without bias;
(e) provide flexible work practices, recognising employees (regardless of gender) have changing domestic responsibilities throughout their career; and
(f) support employees on extended parental leave to maintain their connection with the workplace and their profession.

6. RESPONSIBILITY AND MEASUREMENT OF PROGRESS

In accordance with the ASX Corporate Governance Principles and Recommendations, the Board establishes measurable objectives for achieving gender diversity in the composition of the Board, senior executives and workforce generally that are in line with Argo's circumstances and industry. The Board will annually assess these objectives and the progress toward achieving them, including the adequacy of Argo's programs and initiatives, with the results published in the Company's Corporate Governance Statement.

The Company's Managing Director, who is responsible for the oversight of this policy as it affects employees, will report to the Board on the Company's workforce diversity in terms of gender and other diversity criteria.