
Diversity Policy

September 2020

Plenti Group Limited

1. Introduction

1.1 Purpose

- (a) The Company is committed to establishing and maintaining an inclusive workplace that embraces Diversity.
- (b) The Company recognises the positive outcomes that can be achieved through a diverse workforce, and recognises and utilises the contribution of diverse skills and talent from its directors, officers and employees. The Company does not tolerate discrimination, harassment, vilification or victimisation.

1.2 This Policy sets out the Company's commitment to diversity and inclusion in the workplace and provides a framework to achieve its Diversity goals.

1.3 Definition

Board means the board of directors of the Company.

Company means Plenti Group Limited ACN 643 435 492.

Diversity includes, but is not limited to, gender, age, ethnicity, marital or family status, cultural background, religion, sexual orientation, gender identity, disability, mental impairment, perspective, experience, personality or location.

Group means the Company and its subsidiaries.

Policy means this Diversity Policy.

2. Application of this Policy

2.1 This Policy applies to all officers, employees and all people who work at the Company, including contractors and consultants.

3. Commitment of the Company

3.1 The Company aims to achieve greater diversity by ensuring:

- (a) that the Company's corporate culture at all levels supports diversity in the workplace whilst maintaining a commitment to a high performance culture;
- (b) that consideration is given to programs and processes for the development of skills of its employees and support for an individual's domestic responsibilities;
- (c) the policy for selection and appointment of senior management and new directors is transparent;
- (d) that it recruits from a diverse pool of qualified candidates, making efforts to identify prospective employees who have diversity attributes and ensuring diversity of members on the selection and interview panel when selecting and appointing new employees (including senior management) and new Board members so that there are no conscious or unconscious biases that might discriminate against certain candidate;
- (e) that it recognises that all employees (male and female) at all levels may have domestic responsibilities, and strive to adopt flexible work practices that will assist them to meet those responsibilities;
- (f) ensuring compliance with the ASX Corporate Governance Principles and Recommendations in respect of Diversity; and

- (g) the Board establishes objectives on an annual basis to identify ways in which the achievement of gender diversity at the Company is measured, and in relation to other aspects of this diversity policy.

3.2 The Company is committed to maintaining a properly functioning diverse workplace, in which discrimination, harassment, vilification and victimisation cannot and will not be tolerated.

4. Responsibilities

4.1 The Board is responsible for:

- (a) setting and reviewing measurable objectives in relation to gender diversity and, where appropriate, other aspects of diversity on an annual basis;
- (b) assessing the Company's progress in achieving these objectives on an annual basis;
- (c) disclosing in the Company's annual report a summary of the Company's progress towards achieving these objectives, including:
 - (i) the respective proportions of men and women on the board, in senior executive positions and across the whole organisation (including how the Company has defined "senior executive" for these purposes); or
 - (ii) if applicable, the Company's most recent Gender Equality Indicators as defined in the *Workplace Gender Equality Act 2012* (Cth); and
- (d) reviewing and monitoring this policy's effectiveness.

5. Recruitment

5.1 The Company recruits based on merit, ensuring that the most appropriately qualified and experienced person is employed for each role.

5.2 The Company does not tolerate discriminatory behaviour in its recruitment or people management processes and ensures that all managers involved in recruitment and selection processes are appropriately trained.

5.3 The Company's recruitment and selection practices at all levels are structured so that a diverse range of candidates are considered and to guard against any conscious or unconscious biases that might discriminate against certain candidates.

5.4 The Company has a detailed training program aimed at enhancing the skills and knowledge of its employees, and designed to foster the development of employees.

6. Flexible work practices

The Company supports flexible work practices to assist employees to manage their personal and work commitments.

7. Availability of Policy

This Policy will be published on the Company's website.

8. Employee rights and obligations

8.1 This Policy does not form part of an employee's terms of employment, appointment or engagement with the Group. A departure from the Policy or a failure to meet measurable objectives may result in reporting obligations for the Company, but is not intended to create direct legal obligations between the Group and Employees.

8.2 This Policy is not to be used by the Group, or any employee, to justify conduct which is contrary to any anti-discrimination or equal employment opportunity laws in any jurisdiction.

9. Policy review

This policy will be reviewed at least annually by the Board to ensure its effectiveness.