

ASX Corporate Governance Principles and Recommendations (4th Edition) (**ASX Recommendations**) and any other applicable regulatory requirements. This will include¹:

- (a) establishing and disclosing this policy;
- (b) establishing measurable objectives for achieving gender diversity in the composition of the Board, senior executives and workforce generally;
- (c) disclosing, in relation to each reporting period:
 - (i) its measurable objectives;
 - (ii) progress towards achieving those objectives; and
 - (iii) either:
 - A. the respective proportions of men and women on the Board, in senior executive positions and across the whole workforce, with 'senior executive' being a clearly defined term; or
 - B. if the entity is a "relevant employer" under the *Workplace Gender Equality Act 2012* (Cth), the entity's most recent "Gender Equality Indicators" as defined in and published under that Act.

2.5 Responsibilities

The Board is ultimately accountable for this policy.

The CEO and members of the leadership team are responsible for the implementation of this policy and monitoring compliance with it, with the Company Secretary being responsible for the administration of the policy (including in relation to reporting to the Board, or its relevant Board committee as appropriate).

3. OTHER MATTERS

3.1 Overriding principles

Nothing in this policy will be taken, interpreted or construed so as to endorse:

- (a) the principal criteria for selection and promotion of people to work within the Company being other than their overall relative prospect of adding value to the Company and enhancing the probability of achievement of the Company's objectives;
- (b) any discriminatory behaviour by or within the Company contrary to the law, or any applicable codes of conduct or behaviour for the Company and its personnel; and
- (c) any existing person within the Company being prejudiced by this policy in their career development or otherwise, merely because their diversity attributes at any time may be more, rather than less, common with others.

¹ The list of matters in this section satisfies Recommendation 1.5 of ASX Corporate Governance Principles and Recommendations (4th Edition).

