



Diversity Policy

Patrys Limited

ACN 123 055 363

Version
Approved by the Board
Next Review Date

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19 June 2019
May 2021

1. Introduction

- 1.1 Patrys Limited (Company) is committed to workplace diversity. The Company recognises the benefits arising from employee and board diversity, including a broad pool of high quality employees, accessing different perspectives and ideas and benefiting from all available talent.
 - 1.2 Diversity includes, but is not limited to, gender, age, ethnicity and cultural background.
 - 1.3 To the extent practicable, the Company will address the recommendations and guidance provided in the *ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (ASX Principles)*.
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2. Objectives

- 2.1 The Diversity Policy (Policy) provides a framework for the Company to achieve:
 - (a) a diverse and skilled workforce, with the aim of leading to continuous improvement and achievement of corporate goals;
 - (b) a workplace culture characterised by inclusive practices and behaviours;
 - (c) equal employment and career development opportunities for all staff, regardless of gender, sexual preference or cultural background; and
 - (d) a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives.

(collectively, the "Objectives").
- 2.2 The Diversity Policy does not impose on the Company, its Directors, officers, agents or employees any obligation to engage in, or justification for engaging in, any conduct which is illegal or contrary to any anti-discrimination or equal employment opportunity legislation or laws in any State or Territory of Australia or of any foreign jurisdiction. In particular, the Diversity Policy does not detract from the duties of the directors and officers of the Company to exercise their powers and discharge their duties in good faith in the best interests of the Company.
- 2.3 This Policy is specifically designed to assist the Company to reach its strategic goals by:
 - a) ensuring that all Employees are treated with equality and respect;
 - b) facilitating employment opportunities based on appropriate recruitment processes of considering a range of Employees and attracting, rewarding and retaining staff with a diverse range of skills and experience;
 - c) developing flexible workplace practices to recognise and meet the diverse needs of Employees;
 - d) building and maintaining a safe and open workplace;
 - e) contributing to the community by fostering a culture of acceptance and teamwork; and
 - f) meeting the Company's obligations under the ASX Corporate Governance Principles and Recommendations

3. Responsibilities

- 3.1 As the Company progresses through its stages of development, the Board is responsible for the application of measurable objectives and strategies to meet the objectives of the Diversity Policy (measurable objectives). If or when measurable objectives are implemented the monitoring of the progress of measurable objectives will be through the monitoring, evaluation and reporting mechanisms listed below.
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4. Monitoring and Evaluation

- 4.1 The Board, with the assistance of the Company Secretary, will monitor the scope and currency of this Policy.
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5. Reporting

- 5.1 The Company will disclose, for each financial year:
- (a) any measurable Objectives set by the Board (once adopted);
 - (b) progress against these measurable Objectives (once adopted); and
 - (c) either:
 - (i) the respective proportions of men and women on the Board, in senior executive positions (including how the Company has defined “senior executive” for these purposes) and across the whole Company; or
 - (ii) if the entity is a “relevant employer” under the Workplace Gender Equality Act, the entity’s most recent “Gender Equality Indicators”, as defined in the Workplace Gender Equality Act.
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6. Employee Rights and Obligations

- 6.1 This Policy is aspirational, and 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.
- 6.2 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.
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7. Review of this Policy

- 7.1 The Company Secretary will review this Policy annually or as often as he or she considers necessary.
- 7.2 Any amendment to this Policy must be approved by the Board.
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8. Approved and Adopted

- 8.1 This Policy was approved and adopted by the Board on 19 June 2019.