



## **DIVERSITY STATEMENT**

### **Guiding principle**

Our business success depends on the quality and skill of our people and we believe that a diverse and talented workforce is a key competitive advantage.

The ability to share ideas and to respect and value different perspectives promotes innovative solutions and deliver tangible value for our clients and our company.

We aim to create and maintain a working environment that attracts and retains the best talent and enables all team members to realise their full potential.

### **a) Strategy**

We are committed to:

- i. Attracting, developing and retaining the best talent to ensure business growth and performance;
- ii. Ensuring that every member of our team is treated fairly and with respect;
- iii. Valuing differences and the contribution of each team member to delivering business success;
- iv. Creating an environment where people can excel at what they do, without encountering bias or being hampered by race, age, gender, lifestyle choices, religion, culture or disability;
- v. Ensuring that all team members and applicants are treated and evaluated according to their job-related skills, qualifications, abilities and aptitudes only.

### **b) Management**

The senior management team, under the direction of the CEO, drives diversity and inclusivity within our business.

We are proud of our culturally and ethnically diverse workforce and will continue to strive for more diversity, with an initial focus on gender diversity.

### **c) Measurement**

To demonstrate our commitment in this area, the Board will:

1. Establish an initial set of measureable objectives for gender diversity;
2. Review the objectives set for achieving gender diversity annually; and
3. Monitor the progress made towards achieving the objectives set.