

HIPAGES GROUP HOLDINGS LTD
ACN 644 430 839

(the Company)

DIVERSITY POLICY

ADOPTED ON 21 OCTOBER 2020

1. INTRODUCTION

The Company is committed to an inclusive workplace that embraces and promotes diversity at all levels of the Company.

The Company recognises a commitment to diversity can broaden the pool for recruitment of high quality employees, improve employee retention, foster a closer connection with and better understanding of customers, and improve the Company's image and reputation.

The Company values and respects the unique contributions of people with diverse backgrounds, experiences and perspectives. The Company recognises that team members will assume changing domestic responsibilities throughout their careers. The Company is committed to adopting flexible work practices that will assist team members to meet those domestic responsibilities.

This document sets out the Company's policy on diversity, and a summary of this policy will be made available on the Company's website.

2. OBJECTIVES

The board of the Company (**Board**) will establish diversity-related measurable objectives for the Company. Assessment of these objectives and review of progress will be carried out on an annual basis by the Board. Progress against targets will be included in the Company's annual reports.

3. PRINCIPLES

This policy provides a framework for new and existing diversity related initiatives and policies within our business.

The Company rewards and promotes its team based on assessment of individual performance, capability and potential. The Board is committed to providing opportunities that allow individuals to reach their full potential irrespective of individual background or difference.

The Company is committed to a diverse workplace and fostering an environment in which discrimination, harassment, vilification and victimisation will not be tolerated.

4. MEASURES AND ACCOUNTABILITIES

The Chief Executive Officer will monitor the progress and report to the Board on the effectiveness of diversity related initiatives, including progress against measurable objectives.

The Company will disclose at the end of each reporting period the measurable objectives for achieving diversity set by the Board in accordance with this policy and its progress towards achieving them. Diversity will incorporate a number of factors, including but not limited to gender, ethnicity, physical abilities, age, family status, sexual orientation, religious beliefs or educational experience.

The Company will also disclose the respective proportions of men and women on the Board, in senior executive positions and across the Company. The Company will tailor its diversity reporting to reflect its own circumstances and to achieve an accurate representation of the relative participation of women and men in the Company and the roles in which they are employed.

VERSION CONTROL – DIVERSITY POLICY	
Date	Action
21 October 2020	Adopted by the Board
6 November 2020	Minor changes to section 4.