

Pact Group Holdings Ltd
ACN: 145 989 644

Diversity Policy



Contents

Diversity Policy

- 1 Overview.....1
- 2 Scope.....1
- 3 Objectives.....1
- 4 Roles and Responsibilities.....2
- 5 Review of Policy.....2

Diversity Policy

1 Overview

The Board of Directors of Pact Group Holdings Ltd (the Company) is responsible for the overall management of the Company, including guidance as to strategic direction, ensuring best practice corporate governance and oversight of management. The Company recognises that people are its most important asset and is committed to the maintenance and promotion of workplace diversity.

Diversity drives the Company's ability to attract, retain and develop the best talent, create an engaged workforce, deliver the highest quality services to its customers and continue to grow the business.

2 Scope

This Policy applies to all directors, senior executives, senior management and employees of the Company and its subsidiaries.

3 Objectives

The Company's vision for diversity incorporates a number of different factors, including gender, ethnicity, disability, age and educational experience. At a Board, senior executive and senior management level, gender has been identified as a key area of focus for the Company. Accordingly, the primary focus of this Policy is achieving, over a reasonable transition period, adequate representation of women in senior executive and senior management positions, on the Board and in the organisation as a whole.

The Company is committed to:

- a workplace which is free from discrimination, harassment, bullying, victimisation and vilification;
- treating employees fairly and with respect;
- a workplace culture that is inclusive and embraces individual differences;
- attraction, retention and development of a diverse range of talented, energetic and committed people;
- where there exists a need to increase diversity, in particular roles or parts of the business, encouraging suitable candidates to apply, while still ensuring decisions are based on ability, performance and potential;
- applying a credible, consistent, fair, open and accountable approach to recruitment and selection;
- where appropriate, making flexible working arrangements available to employees;
- undertaking tailored initiatives in parts of the business that would benefit from increased diversity; and
- the Board setting measurable objectives for achieving gender diversity in the workplace.

4. Roles and Responsibilities

4 Roles and Responsibilities

The Board will set measurable objectives with a view to progressing towards a balanced representation of women at a Board, senior executive and senior management level.

Human Resources, with the support of the CEO and senior executives, is responsible for implementing this policy including:

- the development, implementation and review of diversity programs and initiatives to support gender diversity; and
- reporting to the Nomination and Remuneration Committee on the Company's progress towards achieving the measurable objectives which are approved by the Board from time to time.

Performance against these objectives will be reviewed annually by the Nomination and Remuneration Committee, as part of its annual review of the effectiveness of this Policy.

The Board will include in the Annual Report each year:

- the measurable objectives set for that period to achieve gender diversity;
- the company's progress towards achieving those objectives;
- the company's most recent 'Gender Equality Indicators' as defined in and published under the Workplace Gender Equality Act; and
- details of the measurable objectives set under this Policy for the subsequent financial year.

On an annual basis, the Nomination and Remuneration Committee will review the proportion of women who are employed by the Company as a whole, in senior executive positions, in senior management positions and who are on the Board. The Nomination and Remuneration Committee will submit a report to the Board outlining its findings.

The Company will disclose in its Annual Report the proportion of women employees in the Company as a whole, in senior executive positions, in senior management positions and on the Board.

5 Review of Policy

The Nomination and Remuneration Committee is responsible for the review and oversight of this Policy. In executing this role, the Nomination and Remuneration Committee will, with the appropriate support and input from management:

- review on an annual basis:
 - the effectiveness of this Policy, its objective and the strategies outlined above, which aim to achieve the objective; and
 - the division of responsibilities and accountability for developing and implementing diversity initiatives across the organisation; and report to the Board on the outcomes of its review, including any recommendations for changes to those strategies or the way in which they are implemented.

Version Control Page

Document description	Diversity Policy
Document applies to	Pact Group Holdings Ltd
Document owner	Company Secretary
Document approved / adopted by	Board of Directors
Version number	1.1
Creation date / Adoption date	23 November 2013
Last amended / revised	12 August 2020