

DIVERSITY POLICY



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1. INTRODUCTION AND PURPOSE

Gratifii Limited (the **Company**) operates in a global market and strives to create an inclusive culture in which difference is recognised and valued across every part of its business.

The Company recognises that a diverse workforce is a competitive advantage and that the Company's success is the largely the result of the quality and skills of its people.

The Company is committed to establishing and maintaining employee and Board diversity and recognises the strategic and personal advantages that arise from a workplace where decisions are based on merit and all employees are treated equally.

2. PURPOSE

The purpose of this Policy is to enable the Board to:

- Determine the appropriateness of setting measurable objectives for achieving diversity;
- Provide a process for the Board to determine measurable objectives that the Company will implement (if any) and report on the progress of those objectives;
- Continue to be flexible in our approaches to work options; and
- Continue to recruit and retain individuals from a diverse cultural background.

3. SCOPE

Workplace diversity includes ethnicity, gender, sexual orientation, age, family status, religious beliefs, physical abilities, experiences or other ideologies.

By fostering an inclusive environment that recognises a variety of quality employees, the Company aims to recruit the right people from a diverse pool of candidates, to improve employee retention, to embrace different perspectives and to enhance its reputation.

4. PERSONS COVERED BY THIS POLICY

This Policy applies to the Board and all employees of the Company.

This Policy is to complement existing employment-related policies and documentation. This Policy forms the behavioural expectations of the Company with which an employee is expected to comply.

5. OBJECTIVES

This Policy provides a framework for the Company to achieve:

- A diverse and skilled workforce, leading to continuous improvement in service delivery and achievement of corporate goals;
- A workplace culture characterised by inclusive practices and behaviours for the benefit of all employees;

- Improved employment and career development opportunities for all employees;
- A work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives through improved awareness of the benefits of workforce diversity and successful management of diversity; and
- Awareness in all employees of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity, collectively, the Objectives.

This Policy does not impose on the Group, 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.

6. BOARD'S COMMITMENT

The Board is committed to workplace diversity. The Board is responsible for determining the appropriateness of implementing any measurable objectives and strategies to meet any Objectives of this Policy (**Measurable Objectives**) and monitoring the progress of any Measurable Objectives through the evaluation and reporting mechanisms listed below.

Due to the scale and size of Gratifii, it is not a current business practice to implement Measurable Objectives for achieving workplace diversity. As the Company grows this position will be reviewed by the Board.

The Board will conduct all Board appointment processes in a manner that promotes gender diversity, including establishing a structured approach for identifying a pool of candidates.

7. STRATEGIES

The Company's diversity strategies include:

- Commitment to recruiting from a diverse pool of candidates for all positions, including senior management and the Board;
- Application of employee engagement strategies based on equality principles in relation to remuneration, training and development, health and safety and access to flexible working;
- Merit-based performance management processes including a formal annual feedback session and personal training and development;
- Reviewing succession plans to ensure an appropriate focus on diversity;
- Developing programs to develop a broader pool of skilled and experienced senior management and board candidates, including targeted training and development;
- Developing a culture which takes account of domestic responsibilities of employees, including access to paid parental leave for primary caregivers; and
- Any other strategies the Board develops from time to time.

8. MONITORING AND EVALUATION

Any Measurable Objectives set by the Board will be included in the annual key performance indicators for the CEO / Managing Director and senior executives. In addition, the Board will review progress against any Objectives as a key performance indicator in its annual performance assessment.

9. REPORTING

The Company will include the Measurable Objectives set by the Board (if any) and progress against those Objectives in its Annual Report or Corporate Governance Statement each year.

The Company will report the proportion of women employed by Gratifii, in total, at the senior management level, and at the Board level in its Annual Report or Corporate Governance Statement each year.

10. REVIEW OF THIS POLICY

This policy will be reviewed regularly, with a report to the Board on the outcomes of the review and any updates required.