

DIVERSITY POLICY

Release Date | June 2019



OUR COMMITMENT

We are committed to establishing and maintaining Employee diversity, which recognises the strategic and personal advantages that arise from a workplace where decisions are based on merit and all Employees are treated with respect.

We recognise and appreciate the benefits to the Group of attracting and retaining employees with different backgrounds, knowledge, experiences and abilities.

Our policies, practices and behaviours promote diversity and create an environment where individual differences are valued and all Employees have the opportunity to realise their potential and contribute to the Group's success

SCOPE

This policy applies to all directors, executives and employees of Centrepont including full time, part time, fixed term and casual employees.

GOVERNANCE

Nomination, Remuneration and Governance Committee

The Nomination, Remuneration and Governance Committee, a committee of the Board, has the responsibility for the development and oversight of this Policy.

The Nomination, Remuneration and Governance Committee will evaluate the effectiveness of this Policy and any diversity initiatives and continue to encourage and support the diversity profile of our people.

This Policy works hand in hand with other Human Resources Policies.

DEFINITIONS

ASX: Australian Securities Exchange.

Board: The Board of directors of the Company.

Company: Centrepont Alliance Limited.

Employees: Directors, executives employees, officers, contractors and consultants of the Group.

Executive: The senior executive team led by the Chief Executive Officer.

Group: The Company and its controlled entities.

GUIDING PRINCIPLES

We recognise and value the contribution of people with differences in background, experience and perspectives. Diversity encompasses but is not limited to gender, age, ethnicity, religious and cultural background, and sexual orientation.

Our guiding principles are to:

- provide an inclusive work environment that embraces individual differences and help our people realise their full potential;
- ensure that all Employees are treated with equality and respect;
- maintain fair and equitable policies, processes and practices that enforce the essence of this Policy;
- enable equal employment opportunities based on skills, knowledge, experience and performance, and attract, retain and reward a diverse range of talented people;
- provide learning and development opportunities to develop the knowledge and skills of our people appropriate for their roles and enable their career progression;
- develop flexible workplace practices to recognise and meet the diverse needs of Employees; and
- build and maintain a safe and open workplace.

DIVERSITY STRATEGY

The strategy is to embed the guiding principles in our day to day operation of the Group.

We intend to comply with the ASX Corporate Governance Principles and Recommendations regarding diversity requirements for listed companies.

DIVERSITY STRATEGY IN PRACTICE

To achieve a diverse and inclusive environment, we support the following programs and practices:

Measured objectives

Each year we will set Board-determined measurable objectives for achieving gender diversity and any other aspects of diversity nominated by the Board and the Board will assess annually both the objectives and progress in achieving them.

Equal employment opportunities

We recognise the value of recruiting, selecting and promoting Employees with different backgrounds, knowledge, skills and experience. Our recruitment and promotion processes identify candidates with the most suitable knowledge, skill and experience whose personal values align with the Company's corporate value. Through these processes we achieve unbiased evaluation and diversity.

Learning, development and career planning

Employees are encouraged to develop and progress their careers through opportunities identified by them and/or provided to them. Available opportunities for promotion and transfer are advertised on ConnX and in our daily bulletin to all Employees to enable individuals to apply for roles to develop their career path.

We encourage and reward excellence and performance is measured based on agreed goals to remove bias and promote equity.

ConnX which is part of the performance management program has been developed to ensure that all Employees have equal opportunity and process to identify and agree with their manager their learning and career development goals and measurement criteria.

Learning and development opportunities are tracked and reported via ConnX.

Rewards

Rewards are based on a combination of industry benchmark, performance and goal achievement. This process limits the opportunity for unintended and unconscious bias such as gender, cultural and religious bias.

Performance is tracked and reported via ConnX.

All-inclusive environment and appropriate behaviour

The Human Resources Policies and Code of Ethics govern the behavior of Employees and require Employees to use language and express ideas in a way which is inclusive, respectful to the individuals and appropriate in the work environment.

We support the giving and receiving of transparent, constructive feedback. Employees should endeavour to become aware of their individual biases as well as understand how these impact the environment and people around them. Employees are encouraged to regularly seek and respond to feedback from peers, other internal and external sources for continuous improvement.

We endeavour to initiate a formal feedback process in due course.

REPORTING AND MEASURING DIVERSITY

The Nomination, Remuneration and Governance Committee will monitor the prescribed measurable objectives and the aspects of the Diversity Strategy from time to time.

The Company will disclose in its annual report the measurable objectives for achieving gender diversity set by the Board and its progress towards achieving them. The Executive reviews diversity metrics to ensure effective implementation of this Policy. Some key diversity metrics include:

- representation of each role level including board and senior management by gender and age
- total rewards compared to industry benchmark including gender salary comparison by role level
- voluntary and involuntary turnover
- staff survey results to be implemented
- performance ratings across the Group, including individual performance against corporate values

The Remuneration Committee will report to the Board on the effectiveness of this Policy.

The Board has the overall responsibility to ensure that all policies developed comply with the laws and regulations, are appropriate for the Group and coordinated to ensure that the overall effect of the policies

support and enforce the corporate values and Code of Conduct of the Company as detailed in the Human Resources Policies.

REVIEW

This policy will be reviewed as changing circumstances warrant.

**** Please note Human Resources is responsible for the creation, updating and maintenance of this policy and procedure. Human Resources reserves the right to modify this policy and procedure without notice however, employees affected by the policy will be notified of changes. To receive a current version of any policy and procedure, please visit ConnX or contact Human Resources*