

**Lion Selection Group**

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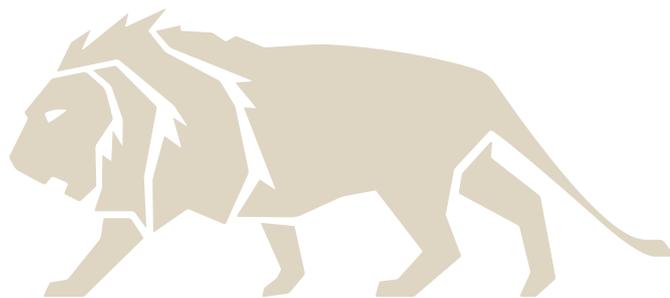


# **DIVERSITY POLICY**

JUNE 2021

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## 1. Introduction

Lion Selection Group Limited (**Company** or **Lion**) and all its related bodies corporate are committed to workplace diversity. The Company recognises the benefits arising from employee and Board diversity, including a broader pool of high-quality employees, improving employee retention, accessing different perspectives and ideas and benefiting from all available talent.

## 2 Application of this policy

This Policy applies to Lion and Lion Manager Pty Ltd (**Lion Manager**) and any directors, officers, employees, secondees and other individuals or entities that are effectively controlled by Lion or Lion Manager.

## 3. Objectives

This Diversity Policy provides a framework for the Company to achieve:

- (a) a diverse and skilled workforce, leading to continuous improvement in service delivery and achievement of corporate goals;
- (b) a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;
- (c) 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
- (d) awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity.

This Diversity Policy does not impose on the Company or the Manager, their 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.

## 4. Definition of Diversity

Diversity recognises and values the contribution of people with differences in background, experience and perspectives. Diversity encompasses but is not limited to gender, age, ethnicity and cultural background. At Lion, diversity means:

- (a) an inclusive workplace that embraces individual differences;
- (b) a workplace that is free from discriminatory behaviours and business practices including discrimination, harassment, bullying, victimisation and vilification;

- (c) equitable frameworks and policies, process and practices that limit potential unconscious bias;
- (d) equal employment opportunities based on capability and performance;
- (e) awareness of the different needs of employees;
- (f) the provision of flexible work practices and policies to support employees; and
- (g) attraction and retention of a diverse range of talented people.

## 5. Responsibilities

### 5.1 The Board

The Board is responsible for:

- (a) designing and overseeing the implementation of this Diversity Policy;
- (b) promoting diversity within the Company's culture and monitoring the effectiveness of this Diversity Policy; and
- (c) developing initiatives that will promote and achieve diversity goals.

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, using external experts where necessary.

### 5.2 Employees

In order to foster a value of diversity, the Company is committed to ensuring all employees understand the benefits of diversity in recruitment strategies and day-to-day management strategies.

All employees are required to act in a manner that supports diversity within the workplace and promotes the purposes set out in this Diversity Policy. Employees are encouraged to provide feedback to Directors regarding programs or initiatives which will improve diversity.

## 6. Measures to promote diversity

Given the relatively small size and stable nature of its workforce, Lion has formed the view that it is not appropriate or practical to implement measures with respect to diversity that are often put in place in larger organisations. However, the Company requires that each Director and employee of the Company and the Manager act in a manner to achieve the following objectives:

- (a) all employment decisions (including appointment to the Board) must be made without discrimination on the basis of gender, race, age, ethnicity, sexual orientation or disability or any other irrelevant difference;

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- (b) all promotion decisions (and other work related decisions) must be made without discrimination on the basis of gender, race, age, ethnicity, sexual orientation or disability or any other irrelevant difference;
  - (c) no Director or employee of Lion must otherwise be discriminated against or in any way treated unfairly or inappropriately on the basis of their gender, race, age, ethnicity, sexual orientation or disability or any other irrelevant difference; and
  - (d) reasonable measures are put in place on a case by case basis (for example flexible working arrangements) so as to assist Directors and employees to not be disadvantaged as a result of their gender, race, age, ethnicity, sexual orientation or disability or any other irrelevant difference.

## **7. Monitoring and review**

This policy will be reviewed annually by the Board having regard to the changing circumstances of the Company.

## **8. Approved and adopted**

This policy was approved and adopted by the Board.

June 2021