



# Diversity policy

IPD Group Ltd (ACN 111 178 351) (Company)

Adopted by the Board **26 October 2021**

**IPD Group Limited**  
ABN 12 111 178 351

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## 1. Purpose and scope

The Company endeavours to create a diverse work environment in which everyone is treated fairly and with respect and where everyone feels responsible for the reputation and performance of the Company. The board of directors of the Company (**Board**) believe that the Company's commitment to this policy contributes to achieving the Company's corporate objectives and embeds the importance and value of diversity within the culture of the Company.

This policy applies to all directors of the Board, as well as all officers, employees, contractors, consultants, other persons that act on behalf of the Company, and associates of the Company (for the purpose of this Code, collectively referred to as **Personnel**).

## 2. What diversity means to us

### 2.1 Our values

The Company recognises that workplace diversity, including gender, age, ethnicity, cultural background, qualifications and experiences is a key contributor to our business success.

Diversity also includes factors such as gender, age, disability, ethnicity, marital or family status, religious or cultural background, sexual orientation, gender identity, sexual preference language and other areas of potential difference.

### 2.2 Benefits of diversity

Workplace diversity enables the Company to:

- (a) recruit the right people from a diverse pool of talented candidates;
- (b) retain and develop an appropriate skills base within the Company;
- (c) make more informed and innovative decisions, drawing on the wide range of ideas, experiences, approaches and perspectives that employees from diverse backgrounds, and with differing skill sets, bring to their roles in the Company; and
- (d) better represent the diversity of all stakeholders.

### 2.3 Diversity

The Company is committed to the principles of mutual respect, teamwork and diversity of thought in the workplace among people who are diverse in work background, experience, education, gender, age, race, national origin, physical abilities, religious belief, sexual orientation, gender identity, and other real and perceived differences.

The Company fosters a culture where qualified applicants are recruited, developed and promoted on the basis of merit and their alignment to our organisational values. It is important to effectively nurture and develop the pool of potential available talent.

Early identification and development of female talent is clearly of significant importance in ensuring that there are appropriately qualified and experienced women for consideration when positions become available in the Company's board, senior executives and workforce generally. The Board will consider and if thought appropriate will set measurable objectives for achieving this gender diversity and report on the Company's progress towards achieving these objectives.

### 2.4 Discrimination and harassment

The Company is committed to taking all reasonable steps to prevent and if necessary take remedial action against all forms of discrimination and harassment by ensuring that our Personnel understand the types of behaviours that are not acceptable in our interactions.

The Company Code of Conduct sets out our expectations from Personnel not to engage in discriminatory conduct, and to embrace diversity and inclusiveness.

Personnel with concerns about workplace conduct may raise their concerns to the Chief Executive Officer or Chairperson.

## 2.5 Stakeholder diversity

We respect shareholder diversity and diversity reflected in the communities in which we operate.

## 3. How we promote diversity

### 3.1 Steps we are taking and measurable objectives

The Company seeks to create an inclusive workplace that embraces and promotes diversity as part of our corporate culture. This involves providing supportive and inclusive diversity-related workplace policies, programs and practices within our business.

The Company aims to improve the diversity of staff over time by the following initiatives:

- (a) recruit Personnel on the basis of merit, skills and qualifications, while having regard to this diversity policy;
- (b) examining factors relating to gender diversity in the past and analysing ways to improve;
- (c) ensuring this policy is communicated to staff in all levels of the Company;
- (d) prevent and stop bullying, discrimination and harassment;
- (e) induction, training and other programs promoting diversity; and
- (f) making the recruitment process accessible to all candidates by advertising positions both broadly and in specific publications, using professional recruitment services where required and providing guidance on its recruitment processes.

### 3.2 The Board's role

The Board will

- (a) review and approve measurable objectives for achieving diversity, including gender diversity;
- (b) assess these objectives from time to time and the progress in achieving; and
- (c) review and monitor the effectiveness of this diversity policy.

### 3.3 Implementation

The Board has delegated to the Nomination and Remuneration Committee the role of overseeing the implementation of this policy.

The Nomination and Remuneration Committee will annually assess the Company's measurable objectives and its progress in achieving them.

## 4. Publication of this policy and our progress

This policy will be made available to all directors and Personnel and will be available on the Company's website.

We will provide information in the Company's annual report regarding:

- (a) key features of this policy; and
- (b) our measurable objectives for achieving gender diversity and our progress towards achieving them.