

## DIVERSITY POLICY

2017

This statement is current as at 1 July 2017 and  
has been approved by the Board of Hannans Ltd

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## 1 INTRODUCTION

### 1.1 PURPOSE

Hannans Ltd (**Hannans** or **Company**) is committed to providing an inclusive workplace and organisation culture that embraces diversity and supports equal opportunity and multicultural awareness.

The Company values diversity in all aspects of its business and is committed to creating a working environment that recognises and utilises the contribution of all of its employees. Hannans recognises that diversity in its business helps create sustainable shareholder value, provides a more dynamic and enjoyable work environment, and will often create new opportunities for the Company.

### 1.2 STATEMENT OF POLICY

The Company's purpose in establishing this Diversity Policy is to document the principles and commitment in relation to diversity upon which the Company forms and implements its recruitment and retention strategies for Board, management and workforce roles.

The Diversity Policy is a commitment by the Company to actively seek to maintain a diverse workforce to create a workplace that is fair and inclusive, applies fair and equitable employment practices and provides a working environment that will allow all employees to reach their full potential.

## 2 APPLICATION

### 2.1 WHO IS COVERED BY THIS POLICY

The Company's Diversity Policy applies to:

- (a) executive and non-executive Directors (including alternate Directors); and
- (b) full-time, part-time and casual employees of Hannans and its subsidiaries; and
- (c) contractors and stakeholders (Hannans Personnel).

Each person has an obligation to support and respect equality, workplace diversity and ethical practices in the workplace.

### 2.2 PRACTICES

It is Hannans' intention that all matters related to employment and career development will be free from discriminatory practices by ensuring that selection for jobs and career progression will be determined by personal merit, competency, qualifications and ability to effectively perform the role. The Company will actively ensure equal opportunity in relation to:

- (a) gender;
- (b) marital status;
- (c) sexual orientation
- (d) age
- (e) race/cultural background
- (f) family responsibilities; and
- (g) disability.

### 2.3 STRATEGIES

The Board is responsible for developing measurable objectives and strategies to meet the objectives of the Diversity Policy (**Measurable Objectives**) and monitoring the progress of the Measurable Objectives through

the monitoring, evaluation and reporting mechanisms listed below. The Board shall annually assess any Measurable Objectives (if any), and the Company's progress towards achieving them.

The Board will consider conducting 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.

The Company's diversity strategies may include:

- (a) recruiting from a diverse pool of candidates for all positions, including senior management and the Board;
- (b) identifying specific factors to take account of in recruitment and selection processes to encourage diversity;
- (c) developing programs to develop a broader pool of skilled and experienced senior management and Board candidates, including, workplace development programs, mentoring programs and targeted training and development;
- (d) developing a culture which takes account of domestic responsibilities of employees; and
- (e) any other strategies the Board develops from time to time.

### **3 MONITORING AND EVALUATION**

The Board will monitor the scope and currency of this policy.

The Company is responsible for implementing, monitoring and reporting on the Measurable Objectives.

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

### **4 CONSEQUENCES OF BREACH**

All Hannans personnel are responsible for maintaining this Diversity Policy and have a responsibility to report any breaches to executive management or an appropriate Board member.

The board is responsible to ensure that all Hannans personnel are aware of the Company's Diversity Policy and to ensure that any individual who does not adhere to these ideals is dealt with appropriately by executive management. Non-compliance will be taken seriously and will be subject to appropriate action (counselling or disciplinary), up to and including termination of a person's employment or appointment.

### **5 PUBLICATION**

A copy of this Diversity Policy will be provided to all Hannans Personnel and will be published on Hannans website.

If you do not understand this Diversity Policy or how it applies to you, you should discuss the matter with the Company Secretary before taking any action. If you wish to receive training on compliance, please contact the Company Secretary.

### **6 REVIEW**

This Diversity Policy will be reviewed annually by the Board of Directors to ensure it continues to comply with all applicable laws and good corporate governance practices.

## ACKNOWLEDGMENT

## DIVERSITY POLICY

I/We, \_\_\_\_\_  
(print full first, middle & surname / company name including ABN no – block letters and in ink)

acknowledge that I/we have read thoroughly and understood the Diversity Policy and have no questions in regard to any sections in this policy.

I/we understand that it is a condition of my continued employment/contract with that I/we agree to comply with the requirements as stated in the Diversity Policy.

This signed acceptance is valid for the period of employment with Hannans and its subsidiaries, or until a revised statement is deemed to be necessary as determined by Hannans.

SIGNATURE

DATE: