

AVJENNINGS LIMITED (“Company”) DIVERSITY POLICY

1.0 PURPOSE

Diversity is about recognising, respecting and valuing differences. These can include differences based on gender, ethnicity, colour, age, race, religion, disability, national origin, sexual orientation or any other area of potential difference. It may also include a vast array of individual characteristics and experiences, such as leadership and communication style, career path, life experience, educational background, marital status and other variables that influence personal perspectives. The differences result in different ways to approach challenges, solve problems, propose suggestions, make decisions and perceive opportunities.

The Company recognises its talented and diverse workforce as a key competitive advantage. The Company is committed to seeking out and retaining the best people and leveraging their diverse backgrounds, experience and perspectives to provide improved service for our customers and return for our shareholders.

The Company values diversity and believes that it contributes to business success, and that the promotion of diversity within the organisation will:

- Provide an inclusive workplace where everyone feels welcome;
- Underpin employee retention;
- Increase our ability to attract and recruit people with the best skills and attributes;
- Ensure work opportunities and advancement are available to all;
- Encourage greater innovation due to different perspectives; and
- Be socially and economically responsible governance practice.

2.0 DIVERSITY AT AVJENNINGS LIMITED

The Company’s Diversity Policy applies to employees at all levels of employment within the Company and any professional consultants engaged from time to time. In valuing and managing diversity, the Company is committed to creating an environment where:

- (a) There is tolerance of difference. The Company will ensure that all employees and consultants are treated fairly and with respect and dignity;
- (b) The ability to contribute and access opportunities is based on merit, including the facilitation of equal employment opportunities based on relative ability, performance and potential. The Company will adopt and actively encourage those practices and procedures that enable employees and consultants to contribute to the best of their ability; and
- (c) Inappropriate attitudes and behaviours are confronted. The Company will promote a safe working environment and will treat seriously any instance of

inappropriate behaviour (including discrimination, harassment, bullying, victimisation and vilification) and confront attitudes based on inappropriate stereotypes.

Specifically, the Company will seek to ensure that selection and recruitment decisions are based on merit and that no person or group of people will be treated less favourably or more favourably than another. The Company will provide equal opportunities in respect to employment and employment conditions, including:

2.1 Recruitment

The Company will ensure appropriate selection criteria based on diverse skills, experience and perspectives is used when hiring staff, including Board members. Job specifications, advertisements, application forms and contracts will not contain any direct or inferred discrimination. Professional consultants may be engaged to assist in the hiring process to present diverse candidates to the Company for consideration.

2.2 Training

All internal and external training opportunities will be based on merit and in light of Company and individual needs. The Company will consider senior management training and executive mentoring programs to develop skills and experience and prepare employees for senior management and Board positions.

2.3 Appointment to Role/Career Advancement

To achieve our business objectives, all decisions associated with appointment to role/career advancement, including promotions, transfers, and other assignments, will be merit based.

3.0 RESPONSIBILITY FOR DIVERSITY POLICY

For this policy to operate, it is essential that employees at all levels of employment are responsible for the creation of a diverse, inclusive and tolerant workplace, and for the elimination of discriminatory practices.

The Board is responsible for:

- Implementation of the Diversity Policy;
- Ensuring compliance with the Diversity Policy;
- Ongoing monitoring of the Diversity Policy, including progress against achieving the measurable objectives set by the Board;
- Reviewing progress against the Company's diversity strategy and identifying any changes or new initiatives required to improve diversity; and
- Assessing (at least annually) the measurable objectives for achieving gender diversity and progress in achieving them.

Disciplinary action, which may include dismissal, will be taken against anyone found to be guilty of a breach of the Diversity Policy.

4.0 OBJECTIVES OF DIVERSITY POLICY, INCLUDING MEASUREABLE OBJECTIVES

The Board will establish measurable objectives for achieving diversity that are appropriate for the Company. The Board will also be responsible for monitoring and assessing the measurable objectives on an annual basis and the Company's progress towards achieving them.

The Board will also establish specific measurable objectives for achieving gender diversity that are appropriate for the Company, as required by the ASX Corporate Governance Council Principles and Recommendations. The Company will assess these objectives and the progress towards achieving them on an annual basis. The Company will disclose in its Annual Report:

- (a) The measurable objectives for achieving gender diversity set by the Board in accordance with the Diversity Policy; and
- (b) The progress made towards achieving each of them.

As part of this disclosure, the Company's Annual Report will disclose:

- The proportion of women employees in the whole organisation
- The proportion of women in senior executive positions; and
- The proportion of women on the Board.

The Company retains the discretion to review and amend this policy having regard to emerging business needs, legislative requirements and other relevant considerations.