



ADELAIDE BRIGHTON LIMITED

ACN 007 596 018

DIVERSITY POLICY

1 Purpose

Adelaide Brighton is committed to being an inclusive workplace that values and promotes diversity. For us, diversity encompasses not only gender but also race, ethnicity, age, physical abilities, religious beliefs, etc.

We believe that encouraging and fostering diversity enables us to attract people with the best skills and attributes, and to develop a workforce which is best placed to deliver value to our shareholders, customers and the communities we serve.

This policy outlines Adelaide Brighton's commitment to improving diversity in the workplace and supplements our employment policies and standards as set out in the Adelaide Brighton Code of Conduct.

2 Objectives

Adelaide Brighton's approach to improving diversity within the company will be based on the following diversity objectives:

- (a) facilitating and promoting a culture of diversity and removing barriers to achieving a diverse workforce;
- (b) reviewing and developing our recruitment and selection process at all levels to reflect our commitment to diversity, always ensuring that decisions are based on merit alone;
- (c) providing talent management programs and opportunities for development;
- (d) rewarding and remunerating fairly; and
- (e) ensuring we have flexible work practices in place which recognise that employees may have different domestic responsibilities throughout their career.

Adelaide Brighton is well advanced in developing practices, strategies and initiatives to support these objectives.

3 Responsibility and measuring progress

In accordance with the ASX Corporate Governance Principles and Recommendations, the Board will establish measurable objectives for achieving diversity that are in line with Adelaide Brighton's circumstances and industry. Progress against the objectives set will be included in our annual reports.

The Board will be assisted by management, who will implement the diversity strategies, review the progress in achieving them and report to the Board / make recommendations as appropriate.
