

Diversity Policy

Engage:BDR Limited

ACN 621 160 585

Version	V01
Approval Date	20 December 2019
Next Review Date	December 2020

1 INTRODUCTION

- 1.1 Engage:BDR Limited (ACN 621 160 585) (**Company**) is committed to establishing and maintaining an inclusive workplace that embraces and promotes Diversity. This Diversity Policy (Policy) sets out the Company's commitment to Diversity and inclusion in the workplace and provides a framework to achieve the Group's diversity goals.
- 1.2 It recognises the benefits arising from employee, senior management 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 DEFINITIONS

- 2.1 In this Policy, unless the context otherwise requires:

ASX means ASX Limited (ABN 98 008 624 691) or the financial market conducted by ASX Limited, as the context requires.

Board means the board of directors of the Company.

Diversity includes, but is not limited to, differences that relate to gender, age, ethnicity, disability, sexual orientation and gender identity, religion, cultural background, personality, marital and family status, carer responsibilities and location.

Employee means a person who is an employee, officer, or director of the Group.

Group means the Company and its subsidiaries.

3 SCOPE

- 3.1 The Policy applies to the Company's Board as a whole, and to all Employees individually.

4 PURPOSE

- 4.1 The purpose of the Policy is to outline the Company's commitment to fostering a corporate culture that embraces diversity. The Company has adopted this Policy to acknowledge and appreciate the positive outcomes that can be achieved through the diverse range of abilities and perspectives that Employees bring to the Group through their Diversity.
- 4.2 The Policy also provides a process for the Board to establish Diversity related measurable targets (**Measurable Objectives**) which the Company will implement and report against to achieve its diversity goals.
- 4.3 This Policy is specifically designed to assist the Company to reach its strategic goals by:
 - a) ensuring that all Employees are treated with equality and respect;
 - b) facilitating employment opportunities based on appropriate recruitment processes of considering a range of Employees and attracting, rewarding and retaining staff with a diverse range of skills and experience;

- c) developing flexible workplace practices to recognise and meet the diverse needs of Employees;
 - d) building and maintaining a safe and open workplace;
 - e) contributing to the community by fostering a culture of acceptance and teamwork; and
 - f) meeting the Company's obligations under the ASX Corporate Governance Principles and Recommendations
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5 POLICY

5.1 Diversity commitment

The Company is committed to:

- a) Complying with the diversity recommendations published by ASX's Corporate Governance Committee by establishing measurable objectives for achieving gender diversity;
- b) Promoting diversity among Employees and senior management throughout the Company; and
- c) Keeping shareholders informed of the Company's progress towards implementing and achieving its diversity objectives.

The Board will:

- a) Aim to ensure that appropriate procedures and measures are introduced to ensure that the Company's diversity commitments are implemented appropriately;
- b) Seek to ensure that the diversity profile is a factor that is taken into account in the selection and appointment of qualified employees, senior management and Board candidates;
- c) Seek to identify and consider programs and initiatives that:
 - Assist in the development of a diverse pool of skilled and experienced Board candidates;
 - Enhance employee retention and promotion of existing employees;
 - Assist with minimising career disruption when employees take time out of the workplace to meet other obligations and attempt to re-enter the workforce; and
 - Facilitate or permit employees to access such programs or initiatives where reasonable, possible and in line with the needs and objectives identified by the diversity profile.

While the key focus of the Policy and the ASX Corporate Governance Council's recommendations is on promoting the role of women within organisations, the Company recognises that other forms of diversity are also important and will seek to promote and facilitate a range of diversity initiatives throughout the Company beyond gender diversity.

5.2 Measurable objectives

- a) The Board will establish Diversity related measurable targets (**Measurable Objectives**) on an annual basis to identify ways in which gender diversity and other appropriate aspects of Diversity can be achieved and measured.
- b) The Measurable Objectives are to include, at a minimum, the Company's objectives for achieving gender diversity.

- c) The Board will assess annually the Measurable Objectives and the Group's progress in achieving them.

5.3 Responsibilities

The Board has responsibility to:

- a) oversee this Policy including the review of its appropriateness and effectiveness;
- b) encourage and promote any other initiatives, policies and processes appropriate from time to time to encourage and promote Diversity;
- c) annually set and review the Measurable Objectives;
- d) annually assess the Company's progress towards achieving the Measurable Objectives; and
- e) ensure compliance with the ASX Corporate Governance Principles and Recommendations in respect of Diversity.

5.4 Strategies

Strategies to help achieve the Company's diversity objectives include:

- a) Facilitating a corporate culture that embraces diversity and recognises employees at all levels have responsibilities outside of the workplace;
- b) Ensuring that meaningful and varied development opportunities are available to all employees to enhance the retention of new employees and promotion of existing employees;
- c) Recruiting from a diverse pool of candidates for all positions including Board and senior management appointments; and
- d) Reviewing succession plans to ensure an appropriate focus on diversity.

5.5 Annual disclosure to shareholders

The Board will include in the Corporate Governance Statement each year:

- a) Measurable objectives, if any, set by the board;
- b) Progress against achieving the objectives; and
- c) The proportion of women employees in the whole organisation, at senior management level and at Board level.

6 PUBLICATION

- 6.1 A copy of the Policy will be made available on the Company's website.
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7 EMPLOYEE RIGHTS AND OBLIGATIONS

- 7.1 This Policy is aspirational, and does not form part of an Employee's terms of employment, appointment or engagement with the Group. A departure from the Policy or a failure to meet Measurable Objectives may result in reporting obligations for the Company, but is not intended to create direct legal obligations between the Group and Employees.
- 7.2 This Policy is not to be used by the Group, or any Employee, to justify conduct which is contrary to any anti-discrimination or equal employment opportunity laws in any jurisdiction.
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8 REVIEW OF THIS POLICY

- 8.1 The Policy will be reviewed annually by the Board to ensure that it remains relevant and appropriate to the Company.
- 8.2 External reviews of the Policy may be undertaken at the request of the Board from time to time.
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9 FURTHER INFORMATION

- 9.1 If you have any questions or need further information on how to comply with this policy, please contact the Company Secretary.
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