

# LIONHUB GROUP LIMITED

("the Company")

## DIVERSITY POLICY

### 1.0 Overview

LionHub Group Limited ('LionHub') recognises its talented and diverse workforce as a key competitive advantage, and is committed to workplace diversity. Diversity includes, but is not limited to, gender, age, ethnicity and cultural background.

This policy defines the initiatives which assist LionHub with maintaining and improving the diversity of its workforce.

To the extent practicable, LionHub will address the recommendations and guidance provided in the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (**ASX Principles**) through this policy.

### 2.0 Commitment to Workplace Diversity

LionHub is committed to providing a respectful environment where employees and others in the workplace are treated fairly and all decisions are based on merit.

The Board is committed to diversity and promoting this policy to maximise the achievement of corporate goals.

The Company's key areas of focus in the context of diversity relate to women in leadership, age diversity and cultural diversity.

### 3.0 Benefits of Diversity

LionHub recognises the value of attracting and retaining employees with different backgrounds, knowledge, experiences and abilities.

The benefits arising from employee and Board diversity include:

- a broader pool of high quality employees;
- improving employee productivity and retention;
- accessing different perspectives and ideas; and
- benefiting from all available talent.

### 4.0 Selection and Appointment of Directors and Employees

LionHub is committed to a corporate culture which embraces diversity when determining the composition of the Board, senior management and employees, including with its recruitment and selection processes.

The organisation's hiring processes ensure that recruitment and selection decisions are based on the principle of merit and a person's skills and qualifications, regardless of their age, gender, nationality, cultural background or any other factor not relevant to the position.

#### 4.1 Selection and Appointment of New Directors

LionHub's Diversity Policy requires the Board to take diversity of background into account (in addition to previous Board and leadership experience, candidates' skills and experience in a variety of specified fields) to fit and enhance the Board skills matrix.

In order to promote the specific objective of gender diversity, LionHub's Diversity Policy requires that the selection process for Board appointments must involve the following steps (including where the Company engages an external recruitment agency to identify and assess candidates):

- Director selection process and decision making to be formal and transparent as set out in the ASX Principles;
- candidates should be selected from a diverse pool of qualified candidates. A wider candidate pool can be established by engaging a professional search firm and by advertising Board vacancies;
- at least one appropriate female candidate should be included in the pool of candidates if available.

#### **4.2 Selection and Appointment of Employees (Including Senior Management Roles)**

In accordance with its Diversity policy, LionHub will seek to maintain diversity objectives by including the following steps:

- the Managing Director/CEO will have reference to the Diversity Policy in selecting and assessing candidates and in presenting recommendations to the Board regarding appointments to the executive team. The Policy requires the Board to also consider gender diversity and the objectives of the policy when considering those recommendations;
- candidates should be selected from a diverse pool of qualified candidates. A wider candidate pool can be established by engaging a professional search/recruitment firm(s), and/or by advertising vacancies; and
- a short-list identifying potential candidates for the appointment should include a mix of both male and female candidates wherever possible.

#### **5.0 Diversity Strategies**

In addition to recruitment protocols which promote diversity, LionHub is committed to a range of other strategies to assist with improving diversity including:

- developing a culture which takes into account domestic responsibilities of employees;
- as part of its annual remuneration review, assessing the gender pay parity across the business and implementing action plans to address any areas of concern;
- maintaining a workplace culture that supports difference and that enables each staff member to fully contribute to the best of their ability; and
- identifying what is getting in the way of diversity success and taking action to address the issues.

#### **6.0 Reporting and Measurable Objectives**

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

- measurable gender diversity objectives set by the Board;
- progress towards achieving these objectives; and
- the proportion of women employees in the whole organisation, at senior management level and at Board level.

The measurable objectives for achieving gender diversity shall be reviewed from time and include:

- At least one (1) woman should be included in any pool of candidates for a position as a non-executive director, if available and appropriate; and
- Ensure that in the interview process for each executive and management position there is at least one (1) female on the interview panel if possible.

## 7.0 Responsibilities and Accountabilities

Supporting workplace diversity is the responsibility of everyone in the Company:

## 8.0 Review of Policy

The Board will conduct an annual review of this Policy (which will include a review of the effectiveness of the Policy), discuss any required changes with the Board and ensure that any revisions to this Policy are approved.

## Definitions

### In this Policy:

**Diversity** includes differences that relate to gender, age, ethnicity, disability, sexual orientation and cultural background.

**Measurable Objectives** are the criteria that the Company has adopted which they believe will achieve Diversity at all levels within LionHub as set by the Board in accordance with this Policy.

### Last Updated:

20 April 2017

<b>The Board</b>	<ul style="list-style-type: none"> <li>▪ Reviewing the work of the Remuneration, Nomination and Diversity Committee in establishing an appropriate Committee structure to oversee formulating strategies and objectives to deliver a diverse workplace;</li> <li>▪ Adopting a diversity strategy; and</li> <li>▪ Annually monitoring progress.</li> </ul>
<b>Remuneration, Nomination and Diversity Committee</b>	<ul style="list-style-type: none"> <li>▪ Develop and annually review the Company's diversity strategy;</li> <li>▪ Establish and monitor measurable objectives for achieving diversity that are linked to the Company's circumstances and industry;</li> <li>▪ Assess and report to the Board at least annually on the objectives of the diversity strategy and progress achieved</li> </ul>
<b>Chief Executive Officer (CEO)</b>	<p>The CEO is responsible to the Board for:</p> <ul style="list-style-type: none"> <li>▪ The implementation of the Diversity policy;</li> <li>▪ Reporting to the Board and the Remuneration, Nomination and Diversity Committee on performance objectives and on the implementation of diversity initiatives and programs.</li> </ul>
<b>Senior Executives</b>	<p>Senior executives of the Company are responsible to the CEO for:</p> <ul style="list-style-type: none"> <li>▪ The practice and promotion of behaviour that is consistent with the Company's values and this policy;</li> <li>▪ The incorporation of workplace diversity principles into their team and management practices;</li> <li>▪ The recognition and use of the diverse skills and knowledge of employees;</li> <li>▪ Support for employees who seek flexible work arrangements and leave entitlements, subject to business needs;</li> <li>▪ Providing a workplace that is free from discrimination and harassment;</li> <li>▪ Ensuring where possible and practical, meetings, travel and other work arrangements do not place undue or overly onerous pressure on employees with personal or other family commitments; and</li> <li>▪ Resolving workplace issues in a timely, sensitive and effective manner wherever possible and in accordance with applicable law.</li> </ul>
<b>Employees</b>	<p>All employees are responsible for:</p> <ul style="list-style-type: none"> <li>▪ Behaving in a way that is consistent with the Company's values and this policy;</li> <li>▪ Respecting different ways of thinking and working to maintain a workplace that is inclusive and free from discrimination;</li> <li>▪ Supporting other employees who access flexible work arrangements;</li> <li>▪ Being aware of the Company's diversity initiatives and, where appropriate, being involved.</li> <li>▪ Understanding that whilst the Company seeks fairness in its approach, the need to maintain a successful well managed and competitive business is in the interests of all shareholders.</li> </ul>