



ASHLEY SERVICES GROUP

TRAINING | RECRUITMENT | LABOUR HIRE

Diversity Policy

Ashley Services Group Limited
ACN 094 747 510



Diversity Policy

1. Purpose

Ashley Services Group Limited (**Company**) is committed to workplace diversity.

The purpose of this Policy is to support and facilitate an inclusive environment that embraces all that makes us different and recognises the benefits that these differences make. These differences can include gender, age, ethnicity, religious or cultural background, disability, marital or family status, sexual orientation and other areas of potential difference.

2. Scope

This Policy applies to all employees, contractors, and representatives of the Company and its subsidiaries (the **Group**).

3. Statement

3.1 We believe that diversity in our workplace helps us to attract, retain and motivate employees from the widest possible pool of talent. The wide array of perspectives resulting from a diverse workplace also promotes innovation and creativity, and benefits the Group's shareholders, customers and other stakeholders.

4. Objectives

This Policy provides a framework for the Group to achieve:

- (a) a diverse and skilled workforce, leading to continuous improvement in service delivery and achievement of corporate goals;
- (b) a workplace culture that is characterised by inclusive practices and behaviours for the benefit of all staff, and which will not tolerate discrimination, harassment, vilification or victimisation;
- (c) improved employment and career development opportunities for women;
- (d) a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives through improved awareness of the benefits of workforce diversity and successful management of diversity; and
- (e) awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity,

(collectively, the **Objectives**).

5. Diversity strategies and initiatives

5.1 The Group's diversity strategies include:

- (a) ensuring that recruitment and selection processes across all levels of the Group are appropriately structured so that a diverse range of candidates are considered and gender diversity is achieved in the composition of the board of directors of the Company (**Board**), senior executives and workforce generally;
- (b) actively reviewing the Group's recruitment practices, policies and procedures to reduce bias on a regular basis;



- (c) developing a culture which supports and respects the values and needs of all individuals, and which takes account of domestic responsibilities of employees;
 - (d) identifying and implementing programs that will assist in the development of a broader and more diverse pool of skilled and experienced employees and that, over time, will prepare them for senior management and board positions;
 - (e) reviewing succession plans to ensure an appropriate focus on diversity; and
 - (f) any other strategies the Board develops from time to time.
- 5.2 Additional initiatives the Group will endeavour to undertake as part of its commitment to a diverse workplace include:
- (a) ensuring that employees involved in recruitment have undertaken training in non-discriminatory recruitment practices;
 - (b) encouraging employees to participate in training programs to improve their skills or to develop new skills;
 - (c) [the promotion of the Group as a Workplace Gender Equality employer].

6. Monitoring, evaluation and reporting

6.1 The Board will:

- (a) review and approve measurable objectives for achieving gender diversity and implementing the Objectives;
- (b) annually assess the measurable objectives set by the Board and the Group's progress towards achieving them;
- (c) annually review the proportion of women on the Board, in senior executive positions and across the organisation as a whole; and
- (d) monitor the effectiveness of this Policy and oversee the implementation of initiatives outlined in and arising from this Policy.

6.2 The Company will provide information in its annual corporate governance statement on:

- (a) the proportion of women on the Board, in senior executive positions and across the organisation as a whole.

6.3 To date, the board and management have actively pursued diversity standards across the group and in FY24 will set measurable objectives for further enhancing our gender diversity and assess annually the company's progress in achieving them.

7. Review of this Policy

The Board will review this Policy from time to time to ensure that it is operating efficiently and to determine whether any changes are required to be made. This Policy may be amended by resolution of the Board.

Adopted by the Ashley Services Group Limited Board on 29 August 2023.