



ABN 99 080 135 913

## FLAGSHIP INVESTMENTS LIMITED

### DIVERSITY POLICY

#### 1. BACKGROUND

Flagship Investments Limited (the Company) recognises and respects the value of diversity. As an organisation, we aim to create an environment where the diversity of our people in experiences, perspectives and backgrounds are valued and utilised. We recognise that each employee brings their own unique capabilities, experiences and characteristics to their work.

We strive to create and foster a supportive and understanding environment in which all individuals realise their maximum potential within the Company, regardless of their differences. We are committed to hiring the best people to do the best job possible irrespective of age, gender, cultural background etc.

Other than the Board, the Company does not employ staff, as all services are provided to the Company by EC Pohl & Co Pty Ltd in accordance with a Management Services Agreement. This policy provides guidelines for Board Diversity and Employee Diversity, in the situation that an employee may be employed.

For the purposes of this policy, diversity includes gender, age, ethnicity, cultural background, impairment or disability, sexual preference and religion.

#### 2. PURPOSE

The purpose of the diversity policy is to ensure that:

- ◆ A safe and supportive workplace is provided where differences are valued and respected;
- ◆ Workplace structures, systems, policies and procedures help employees balance their work, family and other responsibilities effectively;
- ◆ Employees have the ability to contribute and access opportunities based on merit; and
- ◆ Employment decisions are transparent, equitable and procedurally fair.

#### 3. RESPONSIBILITY & ACCOUNTABILITY

Board – because of the size of the Company and the limited number of employees, the Board is responsible for:

- ◆ Establishing and monitoring the Company's overall diversity strategy and policy;
- ◆ Setting targets on diversity, including gender diversity targets;
- ◆ Monitoring achievement of diversity targets; and
- ◆ Include gender diversity objectives in Board recruitment, Board performance evaluation and succession planning processes.



Employees – all employees are responsible for:

- ◆ Behaving in a way that is consistent with the Company’s values and policies;
- ◆ Respecting different ways of thinking and working to maintain a workplace that is free from discrimination and harassment;
- ◆ Supporting employees who require flexible work arrangements;
- ◆ Being aware of the Company’s diversity initiatives and where appropriate, be involved.

#### 4. REPORTING

A policy review shall include:

- ◆ A review of the diversity objectives and initiatives to ensure that these remain appropriate and current; and
- ◆ To review the progress of achieving the diversity objectives.

#### 5. DIVERSITY TARGETS

The Board has adopted the following diversity targets.

METRIC	TARGET
% of diversity of the Board with a focus on gender	1/3 of Independent Directors

#### 6. DIVERSITY PROGRAMME

The following strategies and initiatives assist in meeting our diversity goals:

- ◆ Raise Awareness
  - ◆ Communicate the diversity policy via internet;
  - ◆ Include the diversity policy in induction training;
  - ◆ Integrate diversity into training programmes; and
  - ◆ Notify the Investment Manager to be mindful of the diversity policy when hiring employees.
- ◆ Provide workplace free of discrimination and harassment
  - ◆ Regular review of recruitment and selection processes against anti-discrimination and harassment objectives.