

AWN Group Diversity Policy

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Coverage: **AWN Rural Limited ACN 667 925 135 and its subsidiaries (the Group)**

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Requirement Status: **Mandatory – AWN Board**



Diversity Policy¹

This Diversity Policy sets out AWN Rural Limited and its subsidiaries (the Group) approach to diversity, including the key principles and measurable objectives used to support the achievement of diversity at all levels of the Group's workforce.

The Group recognises diversity occurs in many forms including but not limited to gender, age, geography, ethnicity and cultural background and acknowledges that increased diversity in gender, age, ethnicity and cultural representation is associated with better financial performance, greater innovation and has a positive impact on the entire economy.

The Group aspires to promote a workplace environment that attracts, retains and supports a diverse range of talent. The Group recognises that, where possible, attracting and maintaining workforce diversity will enable the Group to improve workplace culture and most effectively achieve the corporate goals of the Group.²

The Group takes a zero-tolerance approach to all forms of discrimination, harassment, vilification and victimisation and further commits that its policies, culture and environment will be cast to ensure a properly functioning and diverse workplace.

1. Key principles

- (a) The following principles underpin the Group's approach to diversity, while acknowledging that:
- (b) fostering a culture that is supportive of diversity at all levels within the Group enhances the recruitment, development and retention of a talented and motivated workforce;
- (c) achieving an appropriate level of diversity requires establishing and maintaining career and leadership development programs;
- (d) a necessary aspect of achieving diversity includes removing barriers to diversity such as "groupthink" or other cognitive biases from decision making;³
- (e) good corporate practice requires transparent measurable objectives that are fit for purpose;
- (f) steps taken to support the Group's diversity objectives must be consistent with the established approach to performance and reward; and
- (g) employees at all levels may have domestic responsibilities and that, where possible within the Group, adopting reasonable flexible work practices assists them to meet those responsibilities.

¹ Refer to Recommendation 1.5 of the ASX Principles and Recommendations.

² Refer to Recommendation 3.1 of the ASX Principles and Recommendations.

³ Refer to the commentary to Recommendation 1.5 of the ASX Principles and Recommendations.

2. Measurable objectives

The Board is required to establish measurable objectives for achieving gender diversity and may choose to establish such objectives in relation to other aspects of diversity. The Board has established the following measurable objectives:

- an internal review mechanism that assesses the effectiveness of the diversity policy; and
- appropriate workforce representation targets or other measurement tools that will identify the achievement of gender diversity objectives.

In addition, the measurable objectives may include:

- developing and implementing a diversity plan;
- reviewing recruitment procedures; and
- reviewing female participation in leadership development initiatives.

The Board will annually review these measurable objectives and any progress made towards achieving them. Additionally, the Board, or an appropriate Board sub-committee, will annually review and report on the placement of men and women in the Group's workforce, their relative proportions and the roles in which they are employed.

Achievement of the measurable objectives, including outcomes of the internal review, will be linked to appropriate key performance indicators for the Board and senior management team.

3. Disclosure requirements⁴

The Group will include in the "Corporate Governance" section in the Group's annual report / on the Group's website an account of the mix of skills and diversity it seeks to achieve in the membership of its Board. Where possible, the Group will also include web-links to the names, photographs and biographical information for each of its directors and senior executives.

Each year, in the "Corporate Governance" section in the Group's annual report / on the Group's website, the Group will disclose the measurable objectives for achieving gender diversity in accordance with this Diversity Policy and any progress towards achieving them. In particular, the Group will disclose the proportion of women employees in its workforce, in senior management (including how the Group has defined senior management for this purpose) and on the Board⁵.

The Group will post a summary of this Diversity Policy on its website.

4. Review

This Diversity Policy will be periodically reviewed to ensure it continues to operate effectively and will be amended as required from time to time.⁶

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⁴ A listed entity should provide information about its governance on its website (refer to Recommendation 6.1 of the ASX Principles and Recommendations). **Note:** since some foreign companies do not have a requirement in their home jurisdiction to lodge an annual report, they must make these disclosures on their website.

⁵ Refer to Recommendation 1.5 of the ASX Principles and Recommendations.

⁶ Refer to the commentary to Recommendation 1.5 of the ASX Principles and Recommendations.