

DIVERSITY POLICY

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LIMITED

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1. INTRODUCTION

Mainstream operates in the Asia Pacific market and across every part of its business, it strives to create an inclusive culture in which difference is recognised and valued. The Company recognises that a diverse workforce is a competitive advantage and that the Company's success is the result of the quality and skills of its people.

The Company is committed to establishing and maintaining employee and Board diversity which recognises the strategic and personal advantages that arise from a workplace where decisions are based on merit and all employees are treated equally.

2. PURPOSE

The purpose of this Policy is to enable the Board to:

- set measurable objectives for achieving gender diversity;
- continue to be flexible in our approaches to work options;
- continue to recruit individuals from a diverse cultural background; and
- report on the progress of these objectives.

This Policy applies to the Board and all employees of the Company.

This Policy is to complement existing employment-related policies and documentation. This Policy forms the behavioural expectations of the Company with which an employee is expected to comply.

3. OBJECTIVES

This Policy provides a framework for the Company to achieve:

- a diverse and skilled workforce, leading to continuous improvement in service delivery and achievement of corporate goals;
- a workplace culture characterised by inclusive practices and behaviours for the benefit of all employees;
- improved employment and career development opportunities for women;
- 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
- awareness in all employees of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity, collectively, the Objectives .

This Policy does not impose on the Group, its directors, officers, agents or employees any obligation to engage in, or justification for engaging in, any conduct which is illegal or contrary to any anti discrimination or equal employment opportunity legislation or laws in any State or Territory of Australia or of any foreign jurisdiction.

4. BENEFITS OF DIVERSITY

The Company recognises that organisational performance is linked to workplace diversity. Workplace diversity includes ethnicity, gender, sexual orientation, age, family status, religious beliefs, physical abilities, experiences or other ideologies. By fostering an inclusive environment that recognises a variety of quality employees, the Company aims to improve employee retention, to embrace different perspectives and to enhance the Company's reputation.

Embracing diversity in the workforce enables the Company to:

- recruit the right people from a diverse pool of talented candidates;
- create a culture that embraces diversity and that rewards people to act in accordance with this Policy;
- retain and develop an appropriate skills base in the Company;

- make informed and innovative decisions, drawing on the wide range of ideas, experiences, approaches and perspectives that employees from diverse backgrounds, and with differing skill sets, bring to their roles in the Company; and
- better represent the diversity of all stakeholders.

5. BOARD'S COMMITMENT

The Board is committed to workplace diversity, with a particular focus on supporting the representation of women at a senior level of the Company and on the Board. The Board is responsible for developing measurable objectives and strategies to meet the Objectives of this Policy (Measurable Objectives) and monitoring the progress of the Measurable Objectives through the monitoring, evaluation and reporting mechanisms listed below.

The Board will conduct all Board appointment processes in a manner that promotes gender diversity, including establishing a structured approach for identifying a pool of candidates

6. STRATEGIES

The Company's diversity strategies include:

- recruiting from a diverse pool of candidates for all positions, including senior management and the Board;
- reviewing succession plans to ensure an appropriate focus on diversity;
- identifying specific factors to be taken into account in recruitment and selection processes to encourage diversity;
- developing programs to develop a broader pool of skilled and experienced senior management and board candidates, including workplace development programs, mentoring programs and targeted training and development;
- developing a culture which takes account of domestic responsibilities of employees; and
- any other strategies the Board develops from time to time.

7. MONITORING AND EVALUATION

Measurable Objectives set by the Board will be included in the annual key performance indicators for the Managing Director and senior executives. In addition, the Board will review progress against the Objectives as a key performance indicator in its annual performance assessment.

8. REPORTING

The Board will include the Measurable Objectives (if any) set by the Board and progress against the Objectives in the Annual Report each year

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