

# DIVERSITY POLICY

## 1. What is Diversity?

Sanctuary Lakes Club Limited (herein known as 'SLCL'), recognises and respects the value of human differences and is committed to diversity at all levels. SLCL understands that diversity extends beyond gender, and includes age, disability, ethnicity, marital or family status, religious or cultural background, sexual orientation and gender identity.

As an organisation, we aim to create an environment where the diverse experiences, perspectives and backgrounds of our people are valued and utilised. We understand that by engaging talented employees drawn from the diverse communities in which we operate, we contribute to the sustainable growth of the business.

Finally, SLCL is committed to complying with all regulatory requirements in relation to equality, diversity, human rights, anti-harassment and anti-discrimination in Australia.

## 2. Diversity at SLCL

In valuing and managing diversity, SLCL applies the following principles and objectives:

- Build and maintain a safe and supportive workplace where differences are valued and respected;
- Ensure an inclusive working environment where every individual can thrive irrespective of difference;
- Discrimination, harassment, vilification and victimisation are not tolerated;
- Adopt flexible work practices that recognise the need for employees to balance their work and family or other commitments. Flexibility in the workplace provides an engaging and productive environment that underpins the sustainable growth of the business; and
- Recruitment, selection, development and reward practices at all levels to ensure a diverse range of candidates have equal opportunity to succeed based on merit.

## 3. Diversity Objectives

SLCL is focused on working with relevant regulatory and special interest groups in Australia to identify and implement fair and inclusive diversity strategies, with the objective of increasing participation rates of under-represented groups in our workplace.

SLCL is committed to equal gender participation at all levels within the Company. [SLCL measures its performance against gender diversity targets annually and sets measurable objectives to achieve targets each financial year.]

## 4. Responsibility

The Board is responsible for:

- annually reviewing SLCL's progress towards achieving our measurable objectives;
- discussing and addressing any emerging diversity-related organisational issues;
- setting the measurable objectives to be adopted for each financial year; and
- ensuring that SLCL progresses towards achieving our measurable objectives.

## 5. Monitoring and Reporting

---

Our operations meet all external reporting requirements, including annual submission under the Workplace Gender Equality Act 2012 (Australia).

The Board receives a group annual report from management on gender diversity which contains:

- the respective proportions of men and women in non-executive director positions and executive positions across the Company;
- performance against measurable gender diversity objectives;
- recommendations on elements of diversity best practice for adoption by SLCL;
- performance against prescribed gender and diversity targets required by regulatory authorities in Australia;
- recommendations on the diversity objectives to be adopted for the following year; and
- recommendations for any changes to policy or practice to meet diversity objectives.

The Board reviews this report and monitors SLCL's progress against internally set measurable objectives and any external regulatory reporting targets and directs any necessary changes.

Sanctuary Lakes Club Limited's Diversity Policy is published on the Company's website.