

# MARETERRAM LIMITED

ACN 009 248 720

## DIVERSITY POLICY

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### Introduction

The Company considers that the promotion of diversity on boards, in senior management and within the organisation is good practice.

It is the Board's responsibility and objective to foster an environment within the Company where individual differences are respected, employment opportunities are based on merit, skill and ability, and where inappropriate attitudes, behaviours and practices at all levels within the Company and its subsidiaries are confronted and eliminated.

### Purpose

This Policy sets out the beliefs and goals and strategies of the Company with respect to diversity within the Company.

Diversity within the Company means all the things that make individuals different to one another, including gender, ethnicity, religion, culture, language, sexual orientation, disability and age. It involves a commitment to equality and to the treating of one another with respect.

### Selection and appointment of directors and employees

The Company is dedicated to promoting a corporate culture that embraces diversity. The Company believes that diversity begins with the recruitment and selection practices of its Board and its staff.

Practical examples of implementation of this Board objective are:

1. *Employing:* The Board monitors and ensures that there are appropriate selection criteria used when employing new members of staff, which are based on diverse skills and experience. Direct and inferred discrimination will not be utilised or tolerated in any advertising or recruitment documents or practices.
2. *Training:* *Opportunities to train and advance careers for employees will be based on merit and experience together with the needs of the Company. Executive mentoring programs and other training opportunities for employees wishing to prepare for senior management opportunities will be made available to relevant employees based on merit and skill set. Direct and inferred discrimination will not be utilised or tolerated in any training opportunity selection or practices.*
3. *Women:* *The Board will focus on the participation of women on the Board and within senior management. The Board will consider objectives for achieving gender diversity at these levels in a way that is capable of being measured, with annual disclosure of the objectives and achievement of the objectives in each financial year.*

The Company employs new employees and promotes current employees on the basis of performance, ability and attitude.

### Measureable objectives

The Board will establish measurable objectives for achieving overall and gender diversity.

The Board will have the responsibility of assessing the measurable objectives for achieving overall and gender diversity and will report in the Company's annual report, on the Company's progress in achieving them.

Examples of objectives which are capable of being measured are:

- a. *comparing numbers of men employed in specified roles to the number of women employed in those specified roles;*
- b. *comparing the ethnicity and cultural background of employees employed in those roles.*

KPI's as an incentive: The Board will consider setting Key Performance Indicators for the Board, CEO and other key senior management positions which are directly linked to the Company's achievement of targets set by the Board under this policy.

### **Reporting compliance with measurable objectives**

In its annual report, the Company will disclose:

- the measurable objectives for achieving gender diversity set by the Board in accordance with the diversity policy; and
- the progress towards achieving them.

As a part of this disclosure, the Company will disclose in its annual report, the proportion of:

- female to male employees in the whole organisation;
- females to males in senior executive positions; and
- females to males on the Board.

### **Breaches**

Reporting breaches of Diversity Policy: All employees are responsible to comply with the diversity policy and report breaches. The Board is responsible to monitor compliance by the Company with the diversity policy and report to ASX on progress in achieving the diversity targets set by the Board.

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*This Policy was revised by the Board on 29 September 2015*