



## **DIVERSITY POLICY STATEMENT**

**While PPK Group Limited (“PPK” or “Company”) is a small company, its workforce is made up of many individuals with diverse skills, values, backgrounds and experiences. PPK values this diversity and recognises the organisational strength and expertise that it generates.**

### **Vision**

PPK is committed to an inclusive workplace that embraces and promotes diversity.

Diversity at PPK refers to all the characteristics that make individuals different from each other. It includes characteristics or factors such as religion, race, ethnicity, language, gender, sexual orientation, disability, age or any other area of potential difference.

PPK values the unique contributions made by people with diverse backgrounds, experiences and perspectives, and believes that greater diversity of thought throughout the organisation will lead to more informed decision making and ultimately better business outcomes.

The Company’s policy is to recruit and manage its employees on the basis of their competence, performance and potential, regardless of the individual’s background or points of difference.

Diversity at PPK is about the commitment to equality and the treating of all individuals with respect.

The Company is committed to promoting a culture of diversity in the workplace by:

- recruiting and managing on the basis of an individual’s competence and performance;
- respecting the unique attributes that each individual brings to the workplace;
- fostering an inclusive and supportive culture to enable people to develop to their full potential;
- taking action to prevent and stop bullying, discrimination or harassment;
- rewarding and remunerating fairly;
- offering flexible work practices which recognise that employees may have different domestic responsibilities throughout their career;
- maintaining policies and procedures to provide employees at all levels of the Company with guidelines for behaviour.

Our commitment to diversity forms part of our culture dedicated to retaining the best qualified employees, management and Board. Our commitment applies in all phases of employee engagement including recruitment, selection, development, promotion, rewards and remuneration.

### **Role of the Board**

The Company’s Board will oversee strategies to address diversity to maintain an appropriate mix of skills, experience, expertise and diversity. The Board will:

- oversee the Diversity Policy;
- establish measurable objectives for achieving gender diversity in the workplace that are appropriate for the Company.

### **Achieving gender diversity**

The measurable objectives for achieving gender diversity will be appropriate for the size and nature of the Company and may include initiatives and programs and/or targets in respect of:

- the number of women on the Board;
- the number of women employed by the Company;
- the nature of the roles in which women are employed, including on full time, part time or contracted bases, and in leadership, management, professional speciality or supporting roles.

These objectives, and the Company's progress in achieving them, will be assessed annually by the Board and reported on in the Company's Corporate Governance Statement.

### **Accountability**

The Managing Director (or equivalent senior executive) is accountable to the Board to ensure this policy is implemented and will make recommendations to the Board on diversity related initiatives, and monitor and evaluate their implementation, to ensure that diversity is achieved in the workplace.

### **Compliance with this Diversity Policy**

Any breach of compliance with this Diversity Policy is to be reported directly to the Managing Director (or equivalent senior executive), or the Chairman of the Board, as appropriate.

Breaches of this Diversity Policy may result in disciplinary action being taken, including termination.