

Diversity Policy

This Policy confirms the commitment of Fleetwood Limited (the **Company** or **Fleetwood**) to achieving diversity in its workplace.

The Company is committed to providing an inclusive and safe workplace that does not condone or tolerate inappropriate workplace behaviour, which includes discrimination, harassment, bullying, victimisation and vilification.

This Policy applies to all Directors and employees. Directors and employees are expected to carry out their responsibilities in a manner consistent with this Policy and to promote diversity and discourage behaviour that is inconsistent with this Policy.

1 What is diversity?

Diversity recognises and values the contribution of people with differences of gender, age, disability, ethnicity, Indigeneity, marital or family status, religious beliefs, cultural background, sexual orientation, gender identity, socio-economic background, perspective or experiences.

2 Why is diversity important?

The Company is committed to promoting equality within its culture and believes this is vital for developing and maintaining a high performing and positive workplace. Fleetwood strives to reinforce values of respect, equality, teamwork, innovation and accountability. Diversity is a consideration that forms part of the Company's long-term commercial success and strategy.

The Company's commitment to diversity will make it stronger and deliver benefits, including diversity of thought, improved business performance, enhanced service delivery and increased staff attraction, retention, motivation and satisfaction.

The Company recognises the value and importance of diversity at all levels, and is strongly committed to:

- creating a high performance and inclusive culture that fosters, supports and celebrates diversity;
- recognising and respecting the value of individual differences;
- ensuring that all employees are treated with fairness and respect, and have access to equal opportunities in the workplace, including promotions and performance review;
- eliminating unlawful discrimination and inappropriate workplace behaviour such as bullying, harassment, vilification and victimisation;
- integrating equity and diversity principles into key people processes and practices; and
- designing and implementing strategies, programs and initiatives which promote, enable and harness diversity in the workplace, in particular with the aim of adequately preparing appropriate candidates for senior management.

3 How will Fleetwood fulfil its commitment to diversity?

Fleetwood aims to fulfil its commitment to diversity by:

- adopting measurable objectives in respect of each reporting period for achieving diversity in the composition of its Board, senior executives and workforce generally and by assessing progress towards achieving those objectives and regularly considering methods for improvement;



- annually reviewing the proportion of women and other minority groups within the Company, including in senior management and on the Board, and assessing this against industry standards where possible;
- ensuring recruitment and selection practices at all levels for full-time, part-time and casual employment are structured so that a diverse range of candidates are considered and guarding against any conscious or unconscious biases which may discriminate against certain candidates;
- implementing a range of flexible work arrangements that are made available to employees, including those which will assist both male and female employees to meet domestic and other responsibilities;
- providing opportunities for employees on extended parental leave to maintain their connection with the Company;
- annually reviewing employee remuneration against competence and performance with an emphasis on promoting diversity at all levels of the Company;
- assessing and promoting gender pay equity;
- ensuring gender diversity in succession planning, restructures and operational changes; and
- taking into account when engaging contractors, suppliers and advisers whether they share the Company's commitment to diversity.

4 Nominations & Diversity Committee's responsibilities

The Nominations & Diversity Committee is responsible for making recommendations to the Board about adopting and monitoring the measurable objectives described in this Policy.

5 Reporting

The Company will report annually on the measurable objectives adopted to achieve diversity and on the progress towards achieving those objectives.

This Policy will be available on the Company's website. The Board will review this Policy on an annual basis to ensure it is operating effectively and to consider whether any changes are required.

