



(the Company)

11 DIVERSITY POLICY

Purpose of this Policy

This Policy sets out FE Investments Group Limited's (**FEIG**) policy in relation to promoting and maintaining Diversity within the Company.

The Company's policy is to recruit and manage on the basis of qualification for the position and performance; regardless of gender, age, nationality, race, religious beliefs, cultural background or sexuality.

Persons to whom this Policy applies

The Diversity Policy is a policy of the Board of Directors of FEIG. This policy applies to all Directors, officers and employees (collectively **Employees**) of FEIG.

Objectives of this Policy

FEIG values a diverse workforce and has established the Diversity Principles set out below having regard to the Company's size and operations.

FEIG describes Diversity as celebrating differences and valuing everyone. Each person is an individual with visible and non-visible differences and by respecting this everyone can feel valued for their contributions which is beneficial not only for the individual but for the Company.

FEIG recognises that a talented and diverse workforce represents a key competitive advantage.

The Company's business success will be a reflection of the quality and skill of the people employed. FEIG is committed to seeking out and retaining the finest human talent to ensure business growth and performance.

A diverse workforce benefits employees, the Company and the Shareholders. FEIG recognises that each employee brings their own unique capabilities, experiences and characteristics to their work. The Company values such diversity as all levels of the Company.

A diverse workforce is good for FEIG – it helps to attract and retain talented people to deliver the best results for FEIG and the Shareholders and demonstrates a willingness to respond to the needs of the market.

The Company is committed to employing the best people to do the best job possible. FEIG recognises the importance of reflecting the diversity of the Shareholders and markets in the workforce. The diverse capabilities that could reside within the Company's workforce, positions FEIG to anticipate and fulfil the needs of the markets it operates in, both domestically and internationally, providing high quality products/services.

FEIG accepts that in time it may need to be diverse along many dimensions – encompassing differences in ethnicity, gender, language, age, sexual orientation, religion, socio-economic status, physical and mental ability, thinking styles, experience, and education. WSG believes that the wide array of perspectives that results from such diversity promotes innovation and business success.

Managing diversity makes the Company more creative, flexible, productive and competitive.

FEIG will reward excellence and all employees will be promoted on the basis of their performance.

There is increasing momentum on diversity with a particular focus on gender and age, as well as greater work flexibility and as such the Company has embraced these principles as part of its on going development.

FEIG recognises that a diverse workforce will contribute to achieving the Company's overall strategic objectives by:

- a) Driving business results;
- b) Encouraging greater innovation;
- c) Enhancing the Company's reputation; and
- d) Attracting, recruiting, engaging and retaining a diverse team of talented staff

This Policy sets out how FEIG seeks to promote diversity in its business operations.

Diversity Principles

FEIG strives to create a diverse workforce through:

- a) Identifying and removing any barriers to Diversity that may exist within the Company so that employees can develop to their full potential;
- b) Recruiting and managing on the basis of an individual's competence, qualifications and performance;
- c) Providing equal employment opportunities based on relative ability, performance and potential;
- d) Maintaining a safe work environment by taking action against discrimination, harassment and vilification;
- e) Creating a culture within the Company that encourages and rewards employees, Directors and Officers to act in accordance with this Policy, including the Measurable Objectives set by the Board

Selection and Appointment of Directors and Employees

FEIG is committed to a corporate culture which embraces diversity when determining the composition of the Board, senior management and employees, including its recruitment and selection processes.

The Company's hiring processes ensure that recruitment and selection decisions are based on the principle of merit and a person's skills and qualifications, regardless of their age, gender, nationality, cultural background or any other factor not relevant to the position.

Selection and Appointment of New Directors

FEIG's Diversity Policy requires the Board to take diversity of background into account (in addition to previous Board and leadership experience, candidates' skills and experience in a variety of specified fields) to fit and enhance the Board skills matrix.

In order to promote the specific objective of gender diversity, FEIG's Diversity Policy requires that the selection process for Board appointments must involve the following steps (including where the Company engages an external recruitment agency to identify and assess candidates):

- a) Director selection process and decision making to be formal and transparent as set out in the ASX Principles;
- b) Candidates should be selected from a diverse pool of qualified candidates. A wider candidate pool can be established by engaging a professional search firm and by advertising Board vacancies;
- c) At least one serious female candidate should be present on every shortlist; and
- d) If, at the end of the selection process, a female candidate is not selected, the Board must be satisfied that there are objective reasons to support its determination.

Selection and Appointment of Employees including Senior Management Roles

In accordance with its Diversity policy, FEIG will seek to maintain diversity objectives by including the following steps:

- a) The CEO will have reference to the Diversity Policy in selecting and assessing candidates and in presenting recommendations to the Board regarding appointments to the executive team. The Policy requires the Board to also consider gender diversity and the objectives of the policy when considering those recommendations;
- b) Candidates should be selected from a diverse pool of qualified candidates. A wider candidate pool can be established by engaging a professional search/recruitment firm(s), and/or by advertising vacancies; and
- c) A short-list identifying potential candidates for the appointment should include a mix of both male and female candidates wherever possible.

Measurable Objectives

FEIG has strived to be particularly mindful of the following specific areas when developing its Diversity Principles:

The Board is responsible for establishing Measurable Objectives for achieving greater Diversity through the Company and in particular, WSG is committed to promoting gender diversity.

Gender

Given the size and nature of the Company's current operations; there is not a strong representation of females in director and executive roles – currently there is no female representation on the Board or in an executive role.

FEIG's consideration of the Board and executive management structure is ongoing.

The Nomination and Remuneration Committee is responsible for assessing on an annual basis the achievement of the Gender Diversity Objective; including the representation of women at all levels of the organisation.

FEIG believes a representation of women in the Company will reinforce the importance of equality in the workforce.

In order to encourage gender diversity within the Company, FEIG sets out the following *measurement criteria*:

- The percentage of women employed by FEIG;
- The percentage of women employed at different levels across FEIG;
- The percentage of women employed in senior management positions; and
- The percentage of women on the Board

Mature Age

It is important for the Company to attract and retain mature age workers (50 years and older) in recognition of a skill set comprising of accumulated knowledge, skills, wisdom and experience which can be of great benefit to the Company.

The Company intends to attract and retain mature age workers as well as providing mature age workers with the transition to retirement and ability to adopt various work style options including flexible work conditions.

Monitoring and Reporting

The Chairman will report to the Board in relation to Diversity. This will include reporting on:

- a) Initiatives undertaken by Management in relation to Diversity and to achieve the Measurable Objectives;
- b) Progress in achieving the Measurable Objectives, including information regarding the relative proportion of women and mature age people at all levels within FEIG; and
- c) Make recommendations to the Board regarding the Measurable Objectives

The Board will ensure that appropriate disclosures are made in the Annual Report regarding Diversity at FEIG including information regarding the proportion of women in WSG, women in senior executive positions and women on the Board.

Resolving Concerns under this Policy

FEIG recognises that individuals may become concerned and have queries in relation to this Policy. FEIG encourages that any concerns are raised quickly to achieve prompt resolution and any queries and concerns should be directed to the Chairman.

Review of Policy

The Board will conduct an annual review of this Policy (which will include a review of the effectiveness of the Policy), discuss any required changes with the Board and ensure that any revisions to this Policy are approved.

Definitions

In this Policy:

Diversity includes differences that relate to gender, age, ethnicity, disability, sexual orientation and cultural background.

Measurable Objectives are the criteria that the Company has adopted which they believe will achieve Diversity at all levels within WSG as set by the Board in accordance with this Policy.

Last Updated:

July 2017