

# Diversity Policy

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## Introduction

This policy contains information about diversity.

## Diversity Definition

For the purposes of this policy, diversity includes gender, age, ethnicity and cultural background, impairment or disability, sexual preference and religion.

## Background

SMS recognises the importance of people to our future growth. To support this we need to attract, develop and retain a talented and diverse workforce that shares our core values – Add Value, Maintain Unity and Enhance Reputation.

The Board believes that this approach will ensure that the organisation benefits from all the available talent, and better represents its diverse client base. In this way, the diversity policy contributes to the long-term growth of the Company.

The Executive Leadership Team and the Board have developed a diversity policy to promote a sharing and collegiate culture which embraces diversity when considering the composition of the workforce.

## Purpose

The purpose of this policy is to outline our approach for diversity in the workplace which aims to:

- value and respect differences to enable us to continuously improve in service delivery
- foster a culture that embraces diversity and is characterised by inclusive practices and behaviours
- provide transparent measurable objectives in support of gender diversity that are achievable over a period of time
- create improved employment and career development opportunities for people who are underrepresented in our workforce through specific programs and initiatives
- facilitate equal employment opportunities based on relative ability, performance and potential
- enhance our services and market reputation through a workforce that respects and reflects the diversity of our clients
- enhance the quality of decision making, productivity and teamwork

## Responsibility for Policy

Although the Board retains ultimate responsibility for this Policy, the Board has delegated responsibility for policy implementation to the CEO, Director, Human Resources and Company Secretary.

## Annual Report Disclosures

Each year, the following information will be disclosed in our annual report:

- our progress against achieving measurable gender objectives set by the Board
- the proportion of women on the board, in senior management and employed throughout the whole organisation
- the mix of skills and diversity which the board is looking to achieve in membership of the board

## Measurable Objectives

The Board has committed to taking effective action to achieve greater diversity. This involves setting measurable objectives each year and reviewing annually both the measurable objectives and progress against those objectives. A progress report will be published in the Annual Report.

In respect of gender diversity, the CEO, Director, Human Resources and Company Secretary will:

- Develop for the Board, measurable objectives concerning the strategies, initiatives and programs that will ultimately be disclosed in the Company's annual report
- Measure progress and report to the Board on progress against those objectives
- Report from time to time on other matters concerning diversity

## Questions

Questions about this policy should be directed to your Manager in the first instance.

If your Manager has any further questions, they will liaise directly with Human Resources.