

# Diversity Policy

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STW Communications Group Limited ACN 001 657 370  
(Company)

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## 1. Introduction

This Diversity Policy is designed to support STW Communications Group Limited ACN 001 657 370 (**Company**) and its controlled entities (**Group**) commitment to diversity and compliance with the ASX Corporate Governance Council's Principles and Recommendations.

## 2. Benefits of diversity

- 2.1 Workplace diversity refers to the variety of differences between people in an organisation. Diversity encompasses race, gender, ethnicity, age, personality, cognitive style, tenure, education, background and more.
- 2.2 The Group believes that diversity in its workforce is a key element to its success. Employees from diverse backgrounds with differing skill sets bring individual talents and experiences to their respective roles within the Group and enable the Group to:
- (a) make better decisions by having the benefit of a larger pool of ideas and experiences to draw from;
  - (b) better communicate with its customers; and
  - (c) provide a broader range of services to its customers.

## 3. Commitment to diversity

- 3.1 The Group is committed to the goals of equal opportunity and fostering a corporate culture that embraces and values diversity. The Group believes its people are its most valuable resource. Our staff are a fundamental element of the business, with whom the Company has built a strong reputation and has laid the foundation for its past, current and future growth.
- 3.2 We are an equal opportunity employer and welcome people from a diverse set of backgrounds.

## 4. Board selection

- 4.1 The Company's Board Charter provides that the board of directors of the Company (**Board**) should comprise directors with an appropriate range of skills, experience, expertise and diversity.
- 4.2 The Board has established a Remuneration and Nominations Committee, which is responsible for ensuring that these objectives are met. The Remuneration and Nominations Committee Charter provides a list of criteria against which candidates for membership of a board will be assessed.
- 4.3 As part of that process, the Remuneration and Nominations Committee must also have regard to the composition of the Board as a whole, and the extent to which each candidate would add to the pool of skills and experience available to the Board.

## 5. Objectives for achieving diversity

- 5.1 The Board is responsible for:
- (a) establishing measurable objectives for achieving gender diversity; and
  - (b) assessing annually both the measurable objectives for achieving gender diversity and the progress in achieving them.

- 5.2 The Board will disclose in each Annual Report both its objectives for achieving gender diversity and its progress in achieving those objectives.

## 6. Roles and responsibilities

- 6.1 Every employee within the Group is responsible for supporting and maintaining the Company's corporate culture, including its commitment to diversity in the workplace.
- 6.2 In particular, managers have responsibility for the maintenance and promotion of an equal opportunity workplace.

## 7. Review and changes to this charter

- 7.1 This Diversity Policy will be reviewed periodically to ensure it continues to comply with the law and remains relevant and effective.
- 7.2 The Board may change this policy by resolution.

## 8. Approved and adopted

This Diversity Policy was approved and adopted by the Board on 29 March 2011.