

## **Purpose:**

This policy is designed to clarify the Company's commitment to an inclusive workplace that embraces and promotes diversity.

**Please note** that this policy is to be read in conjunction with the Company's policies including, but not limited to, the **Director Nomination, Selection and Induction Policy** and the **Code of Conduct and Ethics**.

## **Scope:**

This Policy governs the conduct of API, its Australian and New Zealand wholly owned subsidiaries and all Directors and employees of those entities.

## **Policy:**

The Company values and respects the unique benefits and skills that people with diverse backgrounds, experiences and perspectives bring to the Company and its success. The Company is committed to rewarding performance and providing opportunities that allow individuals to reach their full potential irrespective of background or difference.

Diversity in this policy includes, but is not limited to, gender, age, race, ethnicity, disability and cultural background.

## **Objectives and accountabilities:**

The Board will establish measurable objectives for achieving diversity, including the representations of women at all levels of the Company.

Assessment of these objectives and review of progress will be carried out on a regular basis (at least annually) by the CEO and senior management (and independent external bodies as required), who will report their assessment to the Board and make recommendations as appropriate.

Progress against achieving the objectives will be included in the Company's annual report, together with a summary of this policy.

The Company will continue to develop programs that assist and prepare all individuals to take on senior roles within the Company, and recognises that individuals will assume changing domestic responsibilities throughout their careers.