



Grandbridge  
Limited

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## GENDER DIVERSITY POLICY

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## **INTRODUCTION**

Grandbridge Ltd ("Company") and all its related bodies corporate ("Group") is committed to workplace diversity.

The Group's purpose in establishing this Diversity Policy is to document the principles and commitment in relation to diversity upon which the Group forms and implements its recruitment and retention strategies for Board, management and workforce roles.

Where practicable, the Group will address the guidance provided in the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations ("ASX Principles").

This Diversity Policy does not form part of an employee's contract of employment with the Company or its related entities, nor gives rise to contractual obligations. However, to the extent that the Diversity Policy requires an employee to do or refrain from doing something and at all times subject to legal obligations, this Diversity Policy forms a direction of the Group which an employee is expected to comply with.

## **SCOPE**

This Policy applies to all recruitment and retention activity of the Group.

## **PRINCIPLES**

The Group recognises the benefits arising from employee and board diversity, including a broader pool of high quality employees, improving employee retention, accessing different perspectives and ideas and benefiting from all available talent.

Diversity includes, but is not limited to, gender, age, ethnicity and cultural background.

## **COMMITMENT**

In adopting this Policy the Group is committing to:

1. Providing opportunities for people from diverse cultural and social backgrounds, where appropriate, to participate in the Group's growth at all levels of the business;
2. Adopt as policy of the Group a commitment to the Principles; and
3. Monitor the performance of the Group in achieving the objectives of this Policy.

## **IMPLEMENTATION AND COMMUNICATION**

The Board of Directors are responsible for the implementation and review of this Policy and monitoring performance of this Policy. Reporting and accountability in the terms of this Policy will be assessed annually by the Board.

External communication in relation to this Policy will primarily be undertaken through the Group's annual report.

This Policy (or a summary) will be published on the Company's external website under Corporate Governance.

## **REVIEW**

This Policy is reviewed at least annually for the purposes of reviewing the appropriateness and general relevance and accuracy.

## **OVERRIDING CAVEAT**

Nothing in this Policy shall be taken, interpreted or construed so as to endorse:

- (a) the principal criteria for selection and promotion of people to work within the Group being other than their overall relative prospect of adding value to the Group and enhancing the probability of achievement of the Group's objectives;
- (b) any discriminatory behaviour by or within the Group contrary to the law, or any applicable codes of conduct or behaviour for the Group and its Personnel;
- (c) any existing person within the Group in any way feeling threatened or prejudiced by this Policy in their career development or otherwise, merely because their Diversity attributes at any time may be more, rather than less, common with others.