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# Seven Group Holdings Limited Diversity Policy

## Introduction

Seven Group Holdings Limited (“SGH”) recognises the benefits to its business of an inclusive and respectful workplace culture that draws on the experiences and perspectives of all Directors and employees, having regard to diversity factors, including but not limited to their gender, age and cultural background.

As an entity holding investments in companies operating across a range of industries, SGH supports the diversity initiatives of those companies in which it holds investments.

## Commitments

To achieve a diverse and inclusive environment, SGH supports the following commitments:

- Flexible work practices  
To develop, on a case by case basis, flexible work practices that assist employees to balance work with family, carer or other responsibilities.
- Career development and performance  
Decisions regarding employment and remuneration are based on merit, ability, performance and potential. SGH strives to ensure that at all times these decisions are made in a transparent and fair manner that excludes any conscious or unconscious biases that might discriminate against certain candidates. Internal placements are recruited through the assessment of individual merits, skills and experience.
- Equal Employment Opportunity  
To uphold its obligations in regard to equal employment opportunity through training and workplace awareness, and to ensure that diversity criteria is considered in the context of talent and succession planning processes.

## Gender Diversity Objectives

In accordance with the ASX Corporate Governance Council’s Corporate Governance Principles and Recommendations, the Board will regularly set measurable objectives for achieving gender diversity and, on an annual basis, assess both the objectives and SGH’s progress in achieving them.

SGH’s Annual Report will include:

- A summary of SGH’s progress towards achieving the measurable objectives set under this Policy for the year to which the Annual Report relates; and
- Details of the measurable objectives set under this Policy for the subsequent financial year.

## Gender representation review

Each year, the Board will review the proportion of men and women on the Board, in senior executive positions and across the whole organisation (noting how “senior executive” has been defined for this purpose).

SGH will disclose in its Annual Report the information referred to above (ie the proportion of men and women on the Board, in senior executive positions and across the whole organisation) or, if applicable, SGH's most recent "Gender Equality Indicators" as defined by the *Workplace Gender Equality Act 2012* (Cth).

### **Review**

The Board, or the Remuneration & Nomination Committee under a delegation from the Board, will undertake an annual review of this Policy to assess the effectiveness of this Policy and to incorporate any developments concerning SGH's practices and commitments in regards to workplace diversity.

Ends.