

---

**Wellard**  
20 November 2015



# Diversity Policy

---

**Why does Wellard have a diversity policy?**

This policy confirms the commitment of Wellard Limited ACN 607 708 190, including all subsidiaries (**Wellard**) to achieving ***diversity in its workplace***.

---

**What is diversity?**

Differences of gender, age, disability, ethnicity, marital or family status, religious or cultural background, sexual orientation, gender identity, background, perspective or life experiences – ***anything that distinguishes one person from another***.

---

**Why is diversity important?**

Wellard is committed to promoting equality within its culture and believes this is vital for developing and maintaining a ***high performing and positive workplace***. Wellard strives to reinforce values of respect, equality, teamwork, innovation and accountability. Diversity is a consideration that forms part of Wellard's long term commercial success and strategy.

Wellard's commitment to diversity will make it stronger and deliver benefits, including diversity of thought, improved business performance, enhanced service delivery and increased staff attraction, retention, motivation and satisfaction.

---

**How does Wellard demonstrate its commitment?**

Wellard recognises the ***value and importance of diversity at all levels***, and is strongly committed to:

- creating a high performance and inclusive culture that fosters, supports and celebrates diversity;
- recognising and respecting the value of individual differences;
- ensuring that all employees are treated with fairness and respect, and have access to equal opportunities in the workplace;
- eliminating unlawful discrimination and inappropriate workplace behaviour such as bullying, harassment, vilification and victimisation;
- integrating equity and diversity principles into key people processes and practices; and
- implementing strategies, programs and initiatives which promote, enable and harness diversity in the workplace.

---

**How will Wellard fulfil its commitment to diversity?**

Wellard aims to fulfil its commitment to diversity by:

- adopting measurable objectives for achieving diversity, assessing progress towards achieving those objectives and regularly considering methods for improvement;
- annually reviewing the proportion of women and other minority groups within Wellard, including in senior management and on the board of directors, and assessing this against industry standards where possible;
- implementing a range of flexible work arrangements that are made available to employees, including those which will assist both male and female employees to meet domestic and other responsibilities;

- 
- annually reviewing employee remuneration against competence and performance with an emphasis on promoting diversity at all levels of Wellard;
  - assessing and promoting gender pay equity;
  - introducing key performance indicators for senior executives to measure the achievement of diversity objectives and linking part of their remuneration to the achievement of those objectives where appropriate; and
  - taking into account when engaging contractors, suppliers and advisers whether they share Wellard's commitment to diversity.

---

**Who does this policy apply to?**

This policy applies to ***all directors, management and staff***. Wellard's directors, management and staff are expected to carry out their responsibilities in a manner consistent with this policy and to promote diversity and discourage behaviour that is inconsistent with this policy.

---

**Who is responsible for the policy?**

The Nomination and Remuneration Committee of the board of directors is responsible for making recommendations to the board about adopting and monitoring the measurable objectives described in this policy.

---

**Will Wellard report about its progress in achieving diversity?**

Wellard will report annually on the measurable objectives adopted to achieve diversity and on the progress towards achieving those objectives.

This policy will be available on Wellard's website and will be reviewed annually.

---