



**Redflow Limited ACN 130 227 271**

## **Diversity Policy**

**Adopted by the Board on 22 August 2019**

*ASX Corporate Governance Principles and Recommendations 3<sup>th</sup> Edition, Recommendation 1.5*

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### **1. Our Philosophy**

- 1.1. A diverse workforce is one that recognises and embraces the value that different people can bring to an organisation through their gender, age, ethnicity, cultural background, marital status, sexual orientation and/or religious beliefs.
- 1.2. Redflow Limited (**Redflow**) aims to create an environment in which diverse experiences, perspectives and backgrounds are valued and utilised.
- 1.3. The Board believes that improved workforce participation at all levels, particularly female participation, broadens the pool for recruitment of high-quality employees, enhances employee retention, encourages greater innovation and improves corporate image and reputation which will ultimately enrich its corporate performance and enhance shareholder value.
- 1.4. This Diversity Policy reflects Redflow's commitment to workplace diversity and compliance with the Australian Securities Exchange (ASX) Corporate Governance Council's Corporate Governance Principles and Recommendations.

### **2. Promoting Diversity in the Company**

- 2.1. Redflow promotes a diverse workplace by aiming to ensure that all employees and applicants for employment are fairly considered according to their skills, qualifications and abilities.
- 2.2. Redflow has adopted the following to assist with improving gender diversity:
  - 2.2.1. building and maintaining a safe work environment by taking action against inappropriate workplace and business behaviour (including discrimination, harassment, bullying, victimisation and vilification);
  - 2.2.2. developing flexible work practices to meet the differing needs of our employees at different stages of their life cycle in the context of business requirements; and
  - 2.2.3. ensuring equal employment opportunity where equal treatment is given to employment, training, promotion and compensation, regardless of gender.

### **3. Roles and Responsibilities**

- 3.1. The Board is responsible for establishing and monitoring Redflow's overall diversity strategy and policy.
- 3.2. The Board is responsible for:
  - 3.2.1. reviewing, noting and monitoring the effectiveness of the Diversity Policy from time to time;
  - 3.2.2. reviewing and setting the measurable objectives for achieving diversity;
    - a) remuneration by gender; and
    - b) the proportion of women in Redflow's workforce at three levels in the organisation (Board level, senior management and the whole organisation), including benchmarking the data against relevant industry standards where possible;
  - 3.2.3. conducting all Board appointment processes in a manner which promotes gender diversity, including establishing a structured approach for identifying a pool of candidates, using external experts where necessary; and
  - 3.2.4. ensuring that all employees support Redflow's commitment to workplace diversity.

### **4. Communication**

- 4.1. Redflow commits to the communication of this Diversity Policy within the company and to its shareholders and the market.
- 4.2. A copy of this Diversity Policy along with the measurable objectives of Redflow can be found on [www.redflow.com](http://www.redflow.com).

## APPENDIX – MEASURABLE OBJECTIVES

Subject to the overriding objective that all appointments are made based on merit, Redflow believes that setting measurable targets and reporting on progress are critical success factors to achieving Redflow’s diversity objectives, particularly in respect of improving the proportion of women employed by the Company.

	<b>Objective</b>	<b>Target Date</b>
<b>1</b>	Aim to have 20% of the non-executive board positions filled by women	June 2021
<b>2</b>	Aim to have 20% of senior management roles filled by women.	June 2021
<b>3</b>	Aim to at minimum maintain 22.5% of roles across the entire organisation filled by women.	June2021
<b>4</b>	Aim to at minimum maintain 15% of the total remuneration of the Company paid to women.	June 2021