



Diversity & Inclusion Policy

Latitude Group Holdings Limited (the "Company")

ACN: 604 747 391

Approved by the Board on 25 March 2021



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1. Purpose & Scope

1.1. Purpose of this policy

The purpose of our policy is to provide a framework by which Latitude Group Holdings Limited (Latitude) will support and facilitate an environment of diversity and inclusion across the organisation. Our employees are central to our success and the Board is committed to a culture that fosters and promotes workplace diversity and inclusion at all levels.

Latitude's vision for creating a diverse workforce considers the broadest definition of diversity, including, but not limited to, gender, language, ethnicity, cultural background, sexual orientation, gender identity, disability, age, caring responsibilities, marital or family status, religion, education, life experience, socio-economic background, perspective and thinking.

The Board and Management have confidence that this policy contributes to achieving Latitude's strategic objectives and embeds the importance and value of diversity at Latitude. It is important that Latitude is able to attract, retain and motivate employees from the widest possible pool of talent, and that Latitude is committed to building a workforce that reflects the diversity of our customers and employees, and helps us to create better experiences for them. Diversity is increasingly seen as an asset and a contributor to better overall performance, particularly in a competitive labour market.

We are aware that fostering and promoting Diversity and Inclusion will enable us to realise significant commercial benefits, including increased innovation, creativity and critical thinking. We believe that it will support us to bring "Our Values" to life, know that we are truly "Better Together", and that creating an environment that values difference is the right thing to do.

1.2. Scope of this policy

This policy applies to:

- a) our Board of Directors and Senior Executives; and
- b) all Latitude employees, contractors and consultants.

2. Diversity & Inclusion

2.1. Policy Statement

To foster and promote diversity and inclusion, Latitude commits to:

- a) setting measurable objectives relating to the recruitment, appointment, remuneration, retention and succession of female talent in the composition of its board, senior executives and workforce generally;
- b) adopting strategies and measurable objectives which aim to progress towards a balanced gender and culturally diverse representation at all levels of the workforce, including the Board, and Senior Executive;
- c) removing barriers to participation which may disproportionately affect potential female candidates and those from diverse backgrounds. This includes regularly reviewing attraction, recruitment and talent practices and processes to reduce bias, both conscious and unconscious, and to ensure a diverse range of candidates are considered;



- d) creating an inclusive culture which supports and respects the values and needs of all individuals, which allows people to feel like they belong at Latitude;
- e) emphasising that discrimination, harassment, vilification and victimisation will not be tolerated at Latitude;
- f) embracing flexible work practices that will enable employees to balance work and life, including those with caring responsibilities and other commitments;
- g) identifying and implementing programs that will assist in the development of a broader and more diverse pool of skilled and experienced employees;
- h) considering other facets of diversity in addition to gender when considering the composition of the Board. In particular, having directors of different ages, ethnicities and backgrounds can help bring different perspectives and experiences to bear and avoid “groupthink” or other cognitive biases in decision making; and
- i) developing inclusive leadership capability.

2.2. Supporting Policies

Latitude’s approach to diversity and inclusion is supported by our values, strategy, annual working plan, policies and practices, including:

- a) Our Compass – we are committed to acting ethically, respectfully and responsibly. Our Compass sets out the minimum standards of behaviour and conduct expected of our employees, contractors and consultants.
- b) Code of Conduct – we are committed to maintaining a supportive, healthy and productive work environment, free from discrimination, harassment, bullying or victimisation and to maintain appropriate federal legislative commitments.
- c) Flexible Workplace Arrangements – we support employees to maintain a healthy work-life balance. To meet the needs of our employees and customers, we offer flexible working for employees that recognise and accommodate individual needs, whilst jointly meeting business needs.
- d) Leave – we provide a range of leave options available to our employees to ensure they have appropriate options for time off work. This includes annual leave, carers’ leave, personal leave, parental leave, volunteer leave and long service leave. We will also provide opportunities for employees on extended parental leave to maintain their connection with the entity, for example, by offering them the option (without any obligation) to receive all-staff communications and to attend work functions and training programs.

2.3. Measurable objectives and reporting

The Board will establish measurable objectives for diversity and inclusion, including gender, at all levels of the organisation and review these objectives annually.

The Remuneration and People Committee (R&PC) will:

- a) make recommendations to the Board regarding the measurable objectives;
- b) annually assess the objectives set by the Board and regularly monitor the progress against them;



- c) review and monitor the effectiveness and publication of this policy;
- d) annually review the proportion and remuneration of women who are employed by Latitude, including at the Senior Executive and Board level, and submit a report to the Board outlining its findings;
- e) benchmark Latitude's position and progress on diversity objectives and undertake gender pay equity audits to gain an insight into the effectiveness of the diversity policy; and
- f) oversee the implementation of initiatives outlined in Latitude's diversity and inclusion strategy, including those arising from this policy.

Latitude will provide information in its annual report regarding:

- a) the measurable objectives set for that period to achieve gender diversity and progress towards achieving those objectives;
- b) the respective proportions of men and women across the whole Latitude workforce, including at the Board and the Senior Executive level (including how the entity has defined "Senior Executive" for these purposes), or the Company's most recent "Gender Equality Indicators" as defined in and published under the Workplace Gender Equality Act; and
- c) a statement as to the mix of skills and diversity which the Board of directors is looking to achieve in membership of the Board.

3. Policy Governance

3.1. Review, Renewal and Approval

The General Manager, People will review this policy as required and is responsible for approving all non-material changes.

The R&PC will review and endorse all material changes made to this policy in the first instance. The Board is responsible for final review and approval. The Board is required to review and approve this policy at least every three years, irrespective of the materiality of the changes made.

This policy is accessible via Latitude's website, within the Corporate Governance section. It is the responsibility of each such person to comply with this policy.

Management will be responsible for identifying any instances of non-compliance, actual or potential, under this Policy through (at least) annual self-assessments and advising the Board.

Revision History

Version	Approval Date	Changed By:	Summary of changes
1.0	23/03/21	Paul Burke	Original – policy is not effective until the time of public listing