



Diversity policy statement

Farmaforce Limited
ACN 167 748 843

Dated: 20th February 2020



FARMAFORCE LIMITED ACN 167 748 843

DIVERSITY POLICY STATEMENT

1. Diversity policy statement

Considerable diversity exists throughout FarmaForce Limited ACN 167 748 843 (the Company), in terms of age, culture and gender. Consequently, the Company's workforce is made up of many individuals with diverse skills, values, backgrounds and experiences. The Company values this diversity and recognises the organisational strength, deeper problem solving ability and opportunity for innovation that such diversity brings. In order to attract and retain a diverse workforce and, in turn, a broad and a varied client base, the Company is committed to providing an environment in which all employees are treated with fairness and respect, and have equal access to opportunities available at work.

The Company believes diversity makes good business sense, not merely because of any legal obligations. Diversity contributes to the achievement of the Company's corporate objectives. It enables the Company to attract people with the best skills and attributes, and to develop a workforce whose diversity reflects that of the Australian population; that is, our clients.

2. What is diversity at the Company?

Diversity at the Company refers to all the characteristics that make individuals different from each other. It includes characteristics or factors such as religion, race, ethnicity, language, gender, sexual orientation, disability, age or any other area of potential difference. Diversity at the Company is about the commitment to equality and the treating of all individuals with respect.

3. Gender diversity

The Company has a strong commitment to gender diversity which is demonstrated by the fact that as at the end of the 2014 financial year, female employees comprised almost 50% of total employees. The Company is committed to improving gender diversity in the workplace, with the aim of:

- recruiting the right people and maximising the retention of our talent pool
- promoting diversity of views
- better reflecting the community, our clients and investors
- contributing to the improvement of business results.

Gender diversity will continue to be a key focus for the Company in the coming years,. The company is committed to ensuring female participation at all levels of the organisation including among senior management and directors of the Board.

4. Workplace diversity

Diversity means any characteristic that makes individuals different to one another. The Company is committed to:

- recognising the value of attracting and retaining employees with different backgrounds, experiences and perspectives
- maintaining a recruitment and selection process that attracts, selects and appoints the best people in a thorough and fair process
- providing an inclusive workplace that embraces and promotes diversity and treats all employees fairly and with respect

- employing people based on the “best fit” for the job, based on relative ability, performance or potential
 - ensuring that all employees have equal access to opportunities available at work and are valued for their distinctive skills, experiences and perspectives
 - promoting and increasing diversity within the group as positions and appropriately skilled candidates are available
 - reviewing our succession planning framework to identify people with high potential.
- Gender is one aspect of the commitment to diversity, subject to identification of candidates with appropriate skills.

5. Responsibility

The Board will be responsible for establishing, assessing and reporting on measurable objectives for achieving greater diversity within the Company. The Nomination and Remuneration Committee of the Board is responsible for assessing on an annual basis the Company’s achievement against its diversity objectives,

This increased focus on diversity at all levels of the business will reinforce the importance of equality in the workplace. This is facilitated by the Company’s practice of making decisions based on merit for internal promotion, leadership development and flexible work arrangements.

6. Review of policy

The Board will review this policy annually

Dated and approved by the Board on 20th July, 2015

Title

Main Heading

Sub heading

Body copy