



# Diversity policy

GTN Limited (ACN 606 841 801) (“**Company**”)

**Adopted by the Board on 12 May 2016**  
**Updated on 8 May 2020**

# Diversity policy

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## 1 Diversity at GTN

### 1.1 Our commitment

This policy sets out the Company's commitment to diversity and inclusion in the workplace at all levels and provides a framework to achieve the Company's diversity goals and should be considered in conjunction with the Company's Code of Conduct, which sets out the Company's core values and commitments.

We are committed to creating a diverse work environment in which everyone is treated fairly and with respect and where everyone feels responsible for the reputation and performance of the Company. The board of directors of the Company ("**Board**") and management believe that the Company's commitment to this policy contributes to achieving the Company's corporate objectives and embeds the importance and value of diversity within the culture of the Company.

Diversity can broaden the pool for recruitment of high quality employees, enhance employee retention, improve the Company's corporate image and reputation and foster a closer connection with and better understanding of customers. It is important that the Company is able to attract, retain and motivate employees from the widest possible pool of talent.

We strive to recognise and celebrate our multicultural diversity and grow our workforce and management to reflect the diversity of our population.

- (a) We aim to provide opportunities that allow individuals to reach their full potential, irrespective of an individual's ethnic or cultural background or gender.
- (b) We aim to develop and promote a workforce based on inclusion where individuals are respected, supported and provided with appropriate opportunities.
- (c) We acknowledge the corporate benefits arising from a commitment to diversity in a competitive labour market and the importance of being able to attract, retain and motivate employees from the widest possible pool of available talent.

### 1.2 Who this policy applies to

This policy applies to all directors of the Board, as well as all other officers, employees, contractors, consultants and associates of the Company. It is essential that you are familiar with this policy, which is available on the Company's website.

### 1.3 Implementation

The Board has delegated to the Nomination and Remuneration Committee the role of overseeing the implementation of this policy and assessing progress in achieving its objectives

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## **2 What diversity means to us**

### **2.1 What is diversity?**

Diversity refers to characteristics that make individuals different from each other. Diversity encompasses differences in backgrounds, qualifications and experiences, and also differences in approach and viewpoints. It includes factors such as gender, age, disability, ethnicity, marital or family status, religious or cultural background, sexual orientation, gender identity, sexual preference, language, socio-economic background perspective and experience and other areas of potential difference.

### **2.2 Gender diversity**

The Company has a strong commitment to gender diversity and the fundamental principle that gender is not a barrier to participation in our workforce, management, senior executive and on our Board. Our leaders are committed to providing opportunities that allow women to reach their full potential.

To achieve greater diversity, it is important to effectively nurture and develop the pool of potential available talent. Early identification and development of female talent is clearly of significant importance in ensuring that there are appropriately qualified and experienced women for consideration when positions become available. The Company aims to grow the number of women performing senior roles and to create programs that prepare women to assume senior roles within the business.

### **2.3 Board and senior executive diversity**

At the Company, diversity of gender and background are two important criteria we take into account in developing our succession plans and appointment processes for our Board and senior executive positions. However, other selection criteria, in particular business acumen and industry experience, are also fundamentally important. The Nomination and Remuneration Committee will report to the Board regarding our succession plans and appointment processes with the aim of achieving our diversity objectives, in particular regarding the number of women in senior executive positions and on the Board.

### **2.4 Ability not disability**

When we employ and promote people, we consider ability and not disability. We aim to create an inclusive environment that supports people and removes artificial barriers from the workplace.

### **2.5 Flexible work practices**

We recognise that employees (female and male) at all levels may have domestic responsibilities and we commit to considering temporary flexible work practices (where appropriate) that will assist them to meet those responsibilities.

We will also provide opportunities for employees on extended parental leave to maintain their connection with the company.

### **2.6 Unacceptable behaviour not tolerated**

In order to have a properly functioning diverse workplace, discrimination, harassment, vilification and victimisation cannot and will not be tolerated.

## **2.7 Stakeholder diversity**

We respect shareholder diversity and diversity reflected in the communities in which we operate.

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# **3 How we promote diversity**

## **3.1 Steps we are taking and measurable objectives**

The Company is committed to an inclusive workplace that embraces and promotes diversity as part of our corporate culture. This involves providing supportive and inclusive diversity-related workplace policies, programs and practices within our business.

Initiatives and areas of focus include:

- (a) aiming to increase the percentage of women in senior management positions and the number of women on the Board;
- (b) induction, training and other programs to assist in a broad and diverse pool of skilled and experienced employees; and
- (c) making the recruitment and selection practices at all levels (from the Board downwards) are appropriately structured so that a diverse range of candidates are considered and guarded against conscious or unconscious biases that might discriminate against certain candidates.

In relation to gender diversity, the Board has set targets in accordance with the ASX Corporate Governance Principles and Recommendations. The achievement of these goals will be supported by succession planning, career development programs, mentoring and recruitment activities.

## **3.2 The Board's role**

The Board will:

- (a) review and approve measurable objectives for achieving diversity, including gender diversity across, and at various levels of, our organisation;
- (b) assess these objectives from time to time and the progress in achieving; and
- (c) review and monitor the effectiveness of this diversity policy, including in relation to Board diversity.

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# **4 Publication of this policy and our progress**

## **4.1 Publication and amendment of policy**

This policy will be made available to all directors and employees and will be available on the Company's website. The Policy will be periodically reviewed to check that it is operating effectively and to assess whether any changes are required.

## **4.2 Annual Reporting requirements**

We will provide information in the Company's annual report regarding:

- (a) key features of this policy;

- (b) our measurable objectives for achieving gender diversity and our progress towards achieving them; and either
  - (i) the proportion of women employees in the organisation, in senior executive positions and on the Board; or
  - (ii) where the company is required to comply with the Workplace Gender Equality Act, the company's most recent "Gender Equality Indicators" as defined in and published under the Workplace Gender Equality Act.