

Diversity Policy

1. PURPOSE

To encourage and develop diversity at all levels of the InventisGregory Group (The Group).

2. RESPONSIBILITY

The Inventis Board, with assistance from Inventis management, is responsible for devising strategies to ensure the Group's diversity objectives are met.

3. POLICY APPLICATION

The principles of this policy are to be complied with or incorporated into subsidiary units.



4. POLICY

- a) The Company is committed to treating all staff equally irrespective of their gender, race, age, ethnicity, sexual orientation, disability or religious belief.
- b) The Company's diversity objectives are to:
 - I) ensure recruitment from a diverse range of people based on merit;
 - II) ensure all employees have equal access to opportunities in the workplace; talent management programs as part of the performance appraisal are in place to support this;
 - III) ensure there is equal pay for equal work; and
 - IV) continue to build an environment that is accepting of a diverse range of backgrounds and views.
- c) In respect to gender diversity, management will:
 - I) annually develop for approval by the Remuneration Committee:
 - a. measurable objectives; and
 - b. targets or key performance indicators (KPIs) to verify progress towards the objectives;
 - II) monitor and review the progress to achieving the objectives;
 - III) report to the Board at December and June each year (in line with half year and full year reporting).
- d) The Inventis Board is responsible for maintaining and overseeing the Group's diversity policy and objectives and has delegated responsibility for reviewing remuneration by gender to the Remuneration Committee.
- e) The annual report will disclose:
 - I) the agreed measurable objectives for achieving gender diversity;
 - II) the progress from time to time towards achieving them; and

III) the proportions in the Group (relative to their male counterparts) of: % female employees:
 % females in senior executive positions; % females on the Board

f) The obligations under this policy are in addition to the Code of Conduct and Core values.

g) This policy is to be reviewed every two years.

Authorised By	Executive Chairman		Aug'19
	Chairman of the Remuneration Committee		Aug '19