

## 1. PURPOSE

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Workplace Diversity refers to the variety of differences between people in an organisation. Diversity encompasses acceptance and respect. It is an understanding that each individual is unique with their own individual differences, including gender, ethnicity, religion, culture, language, sexual orientation, gender identity, disability, age, family status, perspective, experience or other ideologies.

SeaLink Travel Group Limited (SeaLink) recognises that a talented and diverse workforce is a key competitive advantage and our success is a reflection of the quality and skills of our people. SeaLink benefits by bringing together high quality people of diverse backgrounds. The key objectives of this policy which support SeaLink's corporate objectives aims to:

- Recruit the right people from a diverse pool of high quality candidates. People will be recruited on the basis of competence and performance regardless of age, ethnicity, gender or cultural background.
- Provide equal opportunities based on merit.
- Make more informed and innovative decisions, drawing on a wide range of experience and perspectives that Employees from diverse backgrounds and different skill sets bring to their roles.
- Ensure every employee is treated with respect and fairness whilst performing their work;

The Board undertakes an annual assessment of performance against diversity objectives.

## 2. SCOPE

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This policy applies to all SeaLink group Employees, contractors, directors and officers at all SeaLink locations.

Given the diversified location of SeaLink Group operations across a number of business locations, local laws may apply to a person covered by this Policy. This policy must be read in conjunction with and subject to applicable local laws. Practices and processes at a business unit level must be consistent with applicable local laws and with this policy. In the event of any inconsistency, local laws will take priority.

## 3. DEFINITIONS

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<b><i>'Diversity'</i></b>	In the context of this Policy, means people of different gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, cultural background and socio-economic background.
<b><i>'Employer'</i></b>	means SeaLink Travel Group Limited and any or all its subsidiaries.
<b><i>'Employee'</i></b>	means any permanent, casual or temporary person employed directly by the Employer and includes past Employees.
<b><i>'Manager'</i></b>	Any Employee with team responsibility.

## 4. POLICY

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Diversity is increasingly seen as an asset to organisations and linked to better economic performance. We understand that building a diverse and inclusive workforce will result in improved service for our customers and return to our shareholders. The Group will develop and introduce programmes such as:

- Training and development;
- Flexible working arrangements and leave available to Employees;
- Ensure workspaces, where possible accommodate Employees with diverse needs
- Succession planning, the identification of suitable persons at every level of the Company where appropriate opportunities exist – to advance diversity and support promotion of talented Employees into management positions. In addition, where appropriate opportunities are available and strong candidates are available for appointment, the Board will actively consider diversifying Board representation to include talented women;
- Increasing the number of women being developed for and performing senior roles;
- Regularly reviewing pay equity to address any gender gaps;
- Ensuring that policies and company culture do not hold women back in their professional development;
- Participation in government initiatives and schemes that continue to develop gender awareness, indigenous representation, education and social development; and
- Reviewing diversity objectives and their achievement.

## 5. RESPONSIBILITIES

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### Board

The Board of SeaLink Travel Group is responsible for adopting and monitoring this policy, including regular review of the policy. The Board is required to set measurable objectives and report on the progress in achieving its objectives on an annual basis through the Company's annual Corporate Governance Report.

### Managers and Supervisors

The Group assigns to its managers the responsibility to conduct their day to day activities in a way that supports the objectives outlined in this policy.

### Employees

All Employees are responsible for supporting and maintaining SeaLink's corporate culture including its commitment to diversity and equity in the workplace.

This approach is supported by local workplace policies, procedures and practices.

This Policy does not form part of terms of employment and may be amended from time to time.

This Policy must be read in conjunction with, and is subject to, local laws.

## 6. REVIEW OF THIS POLICY

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This Policy will be regularly reviewed in light of developments, information reported and our understanding of best practice and laws.

This Policy will be reviewed not less than every two years and any changes must be approved by the Board of the Group.

Approved by SeaLink Travel Group Limited Board July 2020