

## Diversity & Inclusion Policy

Updated 20 September 2018

### Introduction

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Through a focus on diversity and inclusion we recognise that all of our team members are different. It is important to our success that we respect, unite and celebrate these differences, not as a standalone initiative but as part of our culture.

Diversity and inclusion is not limited to gender. It extends to age, cultural background, disability, religion, sexual orientation and marital or family status.

This policy details Superloop's general approach to diversity and inclusion. It is not intended to specify everything that we do but provide guidelines to our team to assist in creating and developing a diverse and inclusive team.

The policy applies to employees, contractors and any other person conducting a business or undertaking in conjunction with Superloop, on a Superloop facility or worksite (**Team Members**).

### Responsibilities

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#### Team Members

- All of our Team Members are responsible for demonstrating appropriate behaviour to promote the objectives of this policy.

#### People & Culture

- The People & Culture team, with the support of the Chief Executive Officer, is responsible for the implementation of the policy and providing regular updates to the Remuneration & Nomination Committee.

#### Board of Directors

- The Board of Directors have ultimate responsibility for the policy and the development of relevant goals and objectives.

### General Principles

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- We are committed to fostering an inclusive culture that allows Team Members to openly share their views and to challenge the status quo.
- We will endeavour to create an inclusive culture that allows our team to perform at their very best and best positions Superloop to make the most of the unique contributions that result from this.

## Our Actions

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We have set some key actions which will help us to create and maintain an inclusive culture.

### 1. **Achieve gender balance**

Our teams are mostly comprised of men. We will aim to increase female representation in all areas of our business by 5% each year.

We will however not be driven by achievement of quotas in selecting people for positions. We will select the right person for the position and ensure that in making that decision we are not directly or indirectly discriminating against certain people.

We will measure our progress towards this objective on a monthly basis and implement targeted strategies and initiatives to help achieve this balance.

### 2. **Make cultural shifts**

We will create an environment in all Superloop workplaces where individual differences are respected and discrimination, harassment, vilification and victimisation are not tolerated. We will take reasonable steps to prevent these behaviors from occurring and take necessary action where they do.

Where possible, we will celebrate events which recognise the diverse nature of our workforce.

### 3. **Review our systems**

We need to ensure our systems are right to best position us to achieve our goals. We will therefore review our processes to ensure no inherent biases exist.

Specifically, we will continue to promote equal employment opportunity in recruitment, selection and employment practices to ensure we enable greater diversity in the workplace.

We will establish frameworks to guide our decisions and actions in relation to remuneration, performance and talent management to ensure decision are made in a way that does not discriminate and supports the diverse culture that we are striving for.