



# Diversity Policy

OneVue Holdings Limited  
ACN 108 221 870

June 2020

*Strength in numbers*

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## 1. Introduction

### 1.1 Company's commitment

OneVue Holdings Limited (ACN 108 221 870) (Company), operates in a global market and across every part of its business, it strives to create an inclusive culture in which difference is recognised and valued. The Company is part of the OneVue group of companies (Group).

The Company is committed to:

- a) establishing and maintaining employee and Board diversity, which recognises the strategic and personal advantages that arise from a workplace where decisions are based on merit and all employees are treated equally.
- b) supporting and maintaining employment policies aligned to comparable industry best practice, particularly in relation to flexible working conditions, parental & maternity leave, working from home and information security.

### 1.2 Application

This Policy applies to the Board and all employees of the Company and the Group.

This Policy complements existing employment-related policies and documentation. This Policy does not form part of an employee's contract of employment with the Company or any of its related bodies corporate, nor does it give rise to contractual obligations. However, to the extent that this Policy requires an employee to do or refrain from doing something, and at all times subject to legal obligations, this Policy forms a direction of the Company with which an employee is expected to comply.

### 1.3 ASX Corporate Governance Council's Corporate Governance Principles

To the extent practicable, the Company has adopted the recommendations provided in the *ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (4th Edition, 20)* (**ASX Corporate Governance Principles**) and in particular to the recommendations regarding diversity.

## 2. Objectives

This Policy provides a framework for the Company to achieve:

- a) a diverse and skilled workforce, leading to continuous improvement in service delivery and achievement of corporate goals and the Company's Statement of Values<sup>1</sup>;
- b) a workplace culture characterised by inclusive practices and behaviours for the benefit of all employees;
- c) improved employment and career development opportunities for women;
- d) a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives through improved awareness of the benefits of workforce diversity and successful management of diversity; and
- e) awareness in all employees of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity.

(collectively, the **Objectives**)

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<sup>1</sup> Section 3 of OneVue Holdings Limited Staff Code of Conduct (June 2020)

## 3. Benefits of Diversity

The Company encourages workplace diversity and recognises that such diversity is linked to organisational performance. Workplace diversity includes ethnicity, gender, sexual orientation, age, family status, religious beliefs, physical abilities, cultural background, socio-economic background, perspective, experiences or other ideologies. By fostering an inclusive environment which recognises a variety of quality employees, the Company aims to improve employee retention, to embrace different perspectives and to enhance the Group's reputation.

Embracing diversity in the workforce enables the Company to:

- a) recruit create the right people from a diverse pool of talented candidates;
- b) a culture that embraces diversity and that rewards people to act in accordance with this Policy;
- c) retain and develop an appropriate skills base in the Company;
- d) make informed and innovative decisions, drawing on the wide range of ideas, experiences, approaches and perspectives that employees from diverse backgrounds, and with differing skill sets, bring to their roles in the Company; and
- e) better represent the diversity of all stakeholders.

## 4. Board's Commitment

The Board is committed to workplace diversity, with a particular focus on supporting the representation of women at a senior executive level<sup>2</sup> of the Company, on the Board and workforce generally.

The Board is responsible for setting measurable objectives and strategies to meet the Objectives of this Policy (**Measurable Objectives**) and monitoring the progress of the Measurable Objectives through the monitoring and evaluation mechanisms listed in section 7 below and listing mechanisms listed in section 6 below.

The Measurable Objectives are set out in Appendix A of this Policy.

The Board will conduct all Board appointment processes in a manner that promotes gender diversity, including establishing a structured approach for identifying a pool of candidates.

## 5. Strategies

The Company's diversity strategies include:

- a. recruiting from a diverse pool of candidates for all positions, including senior executive and the Board;
- b. reviewing succession plans to ensure an appropriate focus on diversity;
- c. identifying specific factors to be taken into account in recruitment and selection processes to encourage diversity;
- d. guarding against any conscious or unconscious biases in recruitment and selection processes;
- e. developing programs to develop a broader pool of skilled and experienced senior executive and board candidates, including workplace development programs, mentoring programs and targeted training and development;
- f. developing a culture which takes account of domestic responsibilities of employees;

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<sup>2</sup> In this Policy, the term 'senior executive' means anyone reporting directly into the Managing Director of the Company. Phrase "the Managing Director's direct reports in paragraph 1 of Measurable Objectives in Appendix A shall read as 'senior executives'.

- g. providing opportunities of extended parental leave to maintain employees' connection with the Company;
- h. developing policies that purport intolerance of discrimination, harassment, vilification and victimisation; and
- i. other strategies the Board develops from time to time.

## 6. Compliance Requirements

### 6.1 Compliance

As required under Recommendation 1.5 of the ASX Corporate Governance Principles and other regulatory requirements, the Company is committed to:

- a) establishing and implementing this Policy as a compliant policy
  - i) establishing Measurable Objectives for each reporting period for achieving gender diversity; and
  - ii) assessing annually the Measurable Objectives for achieving gender diversity and the progress towards achieving them;
- b) disclosing this Policy on the Company's website-
- c) selecting and appointing directors to the Board by means of a nomination process, taking into consideration in its selection process relevant factors such as the Board's composition, competencies and commitments;
- d) making disclosure in its annual report; regarding:
  - i) the Measurable Objectives for achieving gender diversity set by the Board under this Policy;
  - ii) the progress towards achieving them;
  - iii) the proportion in the Company and Group (relative to their male counterparts) of:
    - A. female employees;
    - B. females in senior executive positions; and
    - C. females on the Board; and
- e) incorporating in the corporate governance statement in the Company's annual report a statement identifying the competencies and diversity that the Board is looking to achieve in the composition of the Board, and its progress in their achievement.

### 6.2 Responsibility for Compliance

The Secretary will assume the responsibility to ensure that the Company meets its reporting obligations referred to in paragraph 6.1 above.

## 7. Monitoring and Evaluation

The Board will:

- a) Monitor the implementation of this Policy;
- b) monitor the prescribed Measurable Objectives for achieving diversity on the Board and in the workplace generally; and
- c) undertake to conduct the annual formal review of the effectiveness of this Policy against the Measurable Objectives.

## 8. Communication

- a) The Company commits to the communication of this Policy to its employees, shareholders and the market via its website and any other means as it considers appropriate.

## 9. Accountability

Reporting and accountability in the terms of this Policy will be a periodic item on the Board's agenda.

## 10. Review

The Board will review this Policy at least every two years or as required having regard to the changing circumstances of the Company.

Any changes to the Policy will be communicated by the Company to its employees, shareholders and the market.

All new management or other relevant employees will be provided with a copy of this Policy as part of their induction into the Company. Any updates or amendments as approved by the Board will be notified to appropriate officers and employees by the Secretary.

## 11. Disclosure of Policy

This Policy will be made available, and updated as required, on the Company's website ([www.onevue.com.au](http://www.onevue.com.au)) in a clearly marked "Corporate Governance" section.

### Document History

Version Number	Review Conducted by	Adopted / Approved By	Approval Date	Amendments
5	HRNRX	Board	25 August 2020	Update to Measurable Objectives
4	HRNRC	Board	20 June 2020	Amendments to reflect changes to ASX Corporate Governance Principles and Recommendations Edition 4.
3	HRNRC	Board	24 Aug 2018	The date in Appendix A amended from 30 June 2018 to 30 June 2020
2	HRNRC	Board	26 Sep 2017	Various amendments made to, among other things, set measurable objectives
1	HRNRC	Board	Feb 2014	N/A

## APPENDIX A

### MEASURABLE OBJECTIVES

By the financial year ended 30 June 2021, the objectives are to have women represent:

- a. 30% of the Board
- b. 25% of the Managing Director's direct reports
- c. 30% of the overall staff



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