

Diversity Policy

Centuria Capital Limited (CNI/Company)

ABN 22 095 454 336

1 | Introduction

- 1.1 As an Australian company, Centuria Capital Limited recognises and values the differences between people and the contribution these differences can make to the long term growth and sustainability of the Company.
- 1.2 Diversity results from a range of factors including gender, race, cultural heritage, origin, age, physical ability, language and other factors.

2 | Scope

- 2.1 This Policy must be adhered to in respect of all of the Company's activities and by all directors, employees and consultants of the Company.
- 2.2 This Policy should be read in conjunction with the Company's Code of Conduct.

3 | Objectives

- 3.1 The objective of this Policy is to promote a corporate culture within the Company where the diverse experiences, perspectives and backgrounds of people are embraced and valued and which is conducive to the recruitment of well qualified and diverse employee, senior management and board candidates.

4 | Responsibilities

Board

- 4.1 The Board establishes measurable objectives for achieving diversity and annually assesses both the objectives and progress in achieving them.

Managers

- 4.2 It is the responsibility of all managers to:
 - (i) create an environment where there is tolerance of diversity and where the ability to contribute and access opportunities is based upon merit;
 - (ii) ensure that during recruitment processes consideration is given to current diversity within the Company in race, gender, age, cultural heritage, origin, physical ability and language; and
 - (iii) ensure that inappropriate behaviour or attitudes within the working environment are confronted promptly.

5 | Reporting

Annual report

- 5.1 The Company will disclose in each annual report the measurable objectives for achieving diversity set by the Board in accordance with this Policy and progress towards achieving those objectives.

Public availability of materials

- 5.2 A copy of this Policy will be made publicly available by being posted to the Company's website in the corporate governance section.

6 | Breach of this Policy

- 6.1 If an employee is found to have breached this Policy, disciplinary action will follow which may include an employee caution, formal warning, demotion or in the case of a breach amounting to serious misconduct, termination of employment.

7 | Review of this Policy

- 7.1 This Policy shall be reviewed annually and revised by the Board as required.