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# Diversity policy

Netccentric Limited

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# Diversity policy

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## 1 Introduction

Netccentric Limited (**Netccentric**) acknowledges the importance of an inclusive workplace. Netccentric is committed to promoting and embracing diversity.

The aims of this policy are:

- (a) to articulate commitment to diversity within Netccentric at all levels (including employee level, senior executive level and board level); and
- (b) to establish objectives and procedures which are designed to foster and promote diversity within Netccentric.

This policy has been developed in accordance with the ASX Corporate Governance Principles and Recommendations.

## 2 Board obligations

### 2.1 Overview of obligations

Under this policy, the Board will:

- (a) establish measurable objectives for achieving gender diversity (**Diversity Objectives**), having regard to the principles for setting the Diversity Objectives (outlined below in clause 2.2);
- (b) annually review the Diversity Objectives;
- (c) annually review progress towards achieving the Diversity Objectives; and
- (d) consider the mix of skills and diversity it wants to be represented on the Board.

### 2.2 Principles for setting the Diversity Objectives

In order to set meaningful Diversity Objectives, the Board will consider its current ratios and will identify areas for improvement.

The Board may consider a wide range of types of objectives including:

- (a) setting diversity targets to increase representation and participation within certain roles (eg senior executive) or salary bands;
- (b) linking diversity targets to Board/CEO/senior executive KPIs;
- (c) implementing structural measures, having a senior employee responsible for diversity and setting up review mechanisms to track progress against Diversity Objectives, and other reportable data, on a regular basis; and

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- (d) investing in appropriate programs aimed at providing opportunities to women (such as executive coaching/mentoring programs).

### **3 Company obligations**

#### **3.1 Operational/structural obligations**

The Board will measure, on at least an annual basis:

- (a) its progress in achieving the Diversity Objectives; and
- (b) the proportion of women:
  - (i) employed in the whole organisation;
  - (ii) employed in senior executive positions; and
  - (iii) on the Board.

#### **3.2 Disclosure obligations**

Netccentric will annually disclose in its annual report:

- (a) the Diversity Objectives set by the Board;
- (b) the progress in achieving the Diversity Objectives;
- (c) the proportion of women:
  - (i) employed in the whole organisation;
  - (ii) employed in senior executive positions; and
  - (iii) on the Board;
- (d) the Board's statement about the mix of skills and diversity it wants to achieve in the Board's membership; and
- (e) if applicable, the extent to which Netccentric has departed from its obligations under the ASX diversity principles.

### **4 Adoption of policy**

This policy was adopted by the Board on \_\_\_\_\_ 2015.