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## K. DIVERSITY POLICY

### 1 Introduction

Donaco International Limited (the Company) seeks to obtain the benefits that arise from workplace diversity, including superior performance, enhanced quality of thinking, improved employee retention, and a broader range of available talent.

Diversity includes gender, ethnicity and cultural background. The majority of the Company's Board, and the vast majority of the Company's workforce, is based in multiple jurisdictions outside Australia. This leads to a very high level of cultural diversity.

This Diversity Policy does not form part of an employee's contract of employment with the Company, nor does it give rise to contractual obligations.

### 2 Purpose

The Diversity Policy provides a framework for the Company to achieve:

- a skilled and diverse workforce;
- a workplace culture characterised by inclusive practices and behaviour for the benefit of all staff;
- improved employment and career development opportunities for women; and
- awareness by all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity.

In order to have a properly functioning diverse workforce, discrimination, harassment, vilification and victimisation will not be tolerated.

The Company, its directors, officers, agents or employees must comply with applicable anti-discrimination or equal employment opportunity laws. This Diversity Policy does not create on any justification for engaging in any conduct which is contrary to any such laws, or otherwise illegal.

### 3 Strategies

The Nominations, Remuneration and Corporate Governance Committee (the Committee) is responsible for developing strategies to meet the purpose of the Diversity Policy, and monitoring the progress of those strategies.

The Committee may also set measurable objectives for achieving gender diversity, and monitor their achievement.

The Committee aims to conduct all Board appointment processes in a manner that promotes gender and cultural diversity, including establishing a structured approach for identifying a pool of candidates, using external experts where necessary.

The Company's diversity strategies may include, as applicable from time to time:

- recruiting from a diverse pool of candidates for all positions, including senior management and the Board;
- reviewing succession plans to ensure an appropriate focus on diversity;

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- identifying specific factors to apply in recruitment and selection processes;
  - developing programs to develop a broader pool of skilled and experienced senior management and board candidates, including mentoring programs and targeted training and development;
  - developing a culture with sufficient flexibility to account for the domestic responsibilities of employees; and
  - any other strategies the Board or Committee may develop from time to time.

#### **4 Monitoring And Evaluation**

The Board is responsible for implementing and monitoring the strategies established by the Committee.

Measurable objectives as set by the Committee may be included in the annual key performance indicators for the CEO and senior executives.

In addition, the Board may review the progress of the identified strategies as a key performance indicator in assessing its own performance.

#### **5 Reporting**

The Committee will report when required to the Board on progress of the strategies under this Policy.

The Board will include in the Annual Report each year:

- the objectives, if any, set by the Board;
- progress against the objectives; and
- the proportion of women employees in the whole organisation, at senior management level and at Board level.