

Pacific Current Group Limited

ACN 006 708 792

Diversity Policy

Our Commitment - Measures designed to promote Diversity

The Board, senior management and all employees of Pacific Current Group Limited (**Company**) are committed to workplace diversity by recognising the value of individual differences and managing them in the workplace. Diversity in this context covers employees of all genders, age, physical ability, ethnicity, marital or family status, religious or cultural background and sexual orientation.

Our commitment to promote diversity within the Company includes the following actions:

- this Diversity Policy;
- a *Code of Conduct* under which all employees are expected to observe the highest standards of ethical behaviours and integrity in their conduct;
- a separate *Equal Employment Opportunity and Harassment Policy* and a *Workplace Behaviour Policy*;
- our commitment to diversity is a key tenant in the recruitment of senior management and staff;
- an *Internal Grievance Resolution Procedure* which is designed to establish a consistent approach in dealing with conflicts in the workplace, internal complaints about the work environment, as well as issues of misconduct or poor performance;
- a workplace safety program;
- an internal training program that covers diversity related issues; and
- publication of our diversity policy on our website www.paccurrent.com.

To ensure that the Company maintains a properly functioning diverse workplace, discrimination, harassment, vilification and victimisation, cannot and will not be tolerated.

However, with a workforce of approximately 20 staff worldwide, it is not practical for the Company to:

- set measurable objectives for achieving gender diversity in the workplace and the Directors on the Board;
- benchmark the Company's position on diversity; and
- undertake gender pay audits,

as recommended in the ASX's Corporate Governance Principles and Recommendations 3rd Edition.

The Board has established processes and procedures to ensure that recruitment and selection practices at all levels (from the Board downwards) are appropriately structured so that a diverse range of candidates are considered and that there are no conscious or unconscious biases that might discriminate against certain candidates.

The Board also recognises that employees of all genders, age, physical ability, ethnicity, marital or family status, religious or cultural background and sexual orientation at all levels may have domestic responsibilities and has adopted flexible work practices that will assist them to meet those responsibilities.

Who is responsible for Administering this Diversity Policy?

Responsibility for administering the Company's Diversity Policy has been delegated to the Human Resources Manager.

It is the responsibility of the Managing Director & Chief Executive Officer to:

- assist the Board and senior management with diversity issues;
- review and upgrade the Diversity Policy, as required, which is suitable to an organisation of the Company's size, nature and complexity;
- oversee the implementation and execution of this Diversity Policy;
- promote a culture of diversity;
- review existing policies and procedures with regard to diversity objectives; and
- report to the Board and management on diversity issues.

Review & Continuous Improvement

The Diversity Policy will be reviewed for effectiveness at least annually.

Approved and Adopted

This policy was approved and adopted by the Board on 30 August 2019.