



DIVERSITY AND INCLUSION POLICY

1 Purpose

Ventia Services Group Limited (**Ventia**) is committed to its people being able to work and socialise in an inclusive environment that embraces all that makes us different and recognises the benefits that these differences can make. This policy outlines what diversity is and Ventia's commitment to diversity.

Our vision to lead the way in infrastructure services by harnessing the power of technology is underpinned by our core values.

The Board has approved this Diversity and Inclusion Policy (**Policy**) in order to actively facilitate a more diverse and representative management structure and workforce. Diversity drives Ventia's ability to attract, retain, motivate and develop the best talent, create an engaged workforce, deliver the highest quality services to its customers and continue to grow the business.

2 Scope

This Policy applies to all officers, employees, business partners and contractors of Ventia, whether permanent, fixed or temporary, and including directors, executives and managers. In this policy, the term employee includes all these persons.

When a member of Ventia has a controlling position in a joint venture or similar arrangement, this policy will be adopted for the joint venture or other arrangement. In other circumstances, Ventia will remain bound by this policy and will seek to have partners adopt this policy.

3 Principles

At Ventia we are committed to a culture that embraces and fosters diversity and inclusion. Diversity encompasses differences in backgrounds, qualifications and experiences, and differences in approach and viewpoints. Ventia will ensure that individuals are provided with equal opportunities, while also creating opportunities for those groups that may be disadvantaged.

At a Board and senior management level, gender has been identified as key areas of focus for Ventia. Accordingly, the primary focus of this Policy is achieving adequate representation of women in senior management and leadership roles (including on the Board) and across the whole workforce.

Ventia aims to achieve greater gender diversity by:

- setting measurable objectives for achieving gender diversity in the composition of the Board, senior executive team and the workforce generally;
- broadening the field of potential candidates for all appointments, including senior management and board appointments;
- increasing the transparency of the Board appointment process;
- striving for gender pay parity across the business;
- implementing policies which address impediments to gender diversity in the



workplace (including parental leave and flexible working arrangements), and reviewing these policies to ensure that they are available to and utilised;

- monitoring the effectiveness of, and continuing to expand on, existing initiatives designed to identify, support and develop talented employees from a diverse range of backgrounds; and
- embedding the extent to which the Board has achieved the objective of this Policy in the evaluation criteria for the annual Board performance evaluation.

4 Measurable Objectives

In accordance with the ASX Corporate Governance Council's Principles and Recommendations (4th edition), the Remuneration Committee will set measurable objectives for achieving gender diversity in the composition of the Board, senior executive team and workforce generally.

Performance against these objectives will be reviewed annually by the People Committee, as part of its annual review of the effectiveness of this Policy.

Ventia will disclose in its Corporate Governance Statement each year:

- the measurable objectives set for that reporting period to achieve gender diversity; and
- Ventia's progress towards achieving them.

5 Gender representation review

On an annual basis, the People Committee will review the respective proportion of men and women in senior executive positions and across the whole workforce and submit a report to the Board. The Nomination Committee will review the respective proportion of men and women on the Board and will submit a report to the Board outlining its findings.

In accordance with the ASX Corporate Governance Council's Principles and Recommendations (4th edition), Ventia will disclose in its Corporate Governance Statement each year:

- the respective proportion of men and women on the Board, in senior executive positions and across the whole workforce (including how Ventia defines 'senior executive' for these purposes); or
- if applicable, Ventia's most recent 'Gender Equality Indicators' as defined by the Workplace Gender Equality Act 2012 (Cth).

6 Recruitment, selection and succession planning

6.1 Succession planning

The People Committee is responsible for the development and succession planning process for the Group CEO (**CEO**), and the CEO's direct reports. In discharging this responsibility, the People Committee will have regard to diversity criteria.

6.2 Board appointment process

The Nominations Committee will develop a Board appointment process, which includes selection criteria and outlines the selection process for Board positions. Selection criteria will include:



- skills, expertise and background that add to and complement the range of skills, expertise and background of the existing directors;
- diversity; and
- the extent to which the candidate would fill a present need on the Board.

In identifying qualified individuals for appointment to the Board, the Nomination Committee will have regard to these selection criteria.

7 Review of Policy

The People Committee is responsible for the review and oversight of this Policy with any recommended amendments to be made to the Board.

8 Related documents

- Code of Conduct
- EEO and Discrimination Policy
- Flexible Working Arrangements Policy
- Indigenous Relations Policy
- Leave Policy
- Parental Leave Policy
- Bullying and Harassment Policy
- Performance Management and Discipline Policy
- Whistleblower Protection Policy

Owner	Board		
Advisory to Owner	Group Executive – People & Capability		
Approval Authority	The Board	Approval Date	7 October 2021
