



## DIVERSITY POLICY

### 1. INTRODUCTION

Southern Cross Media Group Limited (**Company**) recognises that its business performance and productivity and shareholder return is enhanced by a diverse workforce, senior management team and Board.

The Company is committed to its people and to workplace diversity. The Company values a diverse workforce where all employees are treated with respect and fairness and have equal access opportunities available to them. As part of this commitment to diversity, the Company has developed this Diversity Policy (**Policy**).

For the purposes of this Policy, diversity includes gender, age, ethnicity, cultural background, impairment or disability, sexual preference and religion.

In line with its commitment, the Company seeks to provide a workplace where:

- everyone is valued and respected for their distinctive skills, experiences and perspectives;
- structures, policies and procedures are in place to assist employees balance their work, family and other responsibilities effectively;
- decision making processes in recruitment take account of diversity;
- employees have access to opportunities based on merit;
- the culture is free from discrimination, harassment and bullying; and
- employment decisions are transparent, equitable and procedurally fair.

The corporate benefits which flow from facilitating and promoting a diverse workplace include enhanced employee retention, greater innovation and maximisation of available talent to achieve corporate goals and better financial performance.

This Policy applies to the Board and all employees of the Company and its wholly owned subsidiaries.

## **2. RESPONSIBILITIES AND OBJECTIVES**

### **Board**

The Board is responsible for establishing transparent, measurable objectives for achieving diversity and articulating the corporate benefits arising from employee and Board diversity.

The Board will:

- review and determine, as frequently as required, strategies, programs and initiatives that will foster diversity and meet the particular needs of the Company, including identifying the skill and experience set for the Board and senior management necessary to effectively oversee its business and achieve its corporate goals;
- through the Nomination and Remuneration Committee, seek to ensure that diversity is a factor that is taken into account in the selection and appointment of qualified employees, senior management and Board candidates and will consider options to expand the pool of qualified candidates to select from, including, for example, using professional intermediaries to assess candidates to promote appointments in accordance with this Policy;
- consider and review the recommendations made by the Nomination and Remuneration Committee in relation to the objectives for achieving gender diversity, and the initiatives and strategies proposed to support those objectives; and
- consider and review the annual reports it receives assessing the effectiveness of gender diversity objectives, and monitoring the achievement of diversity targets.

### **Nomination and Remuneration Committee**

The Nomination and Remuneration Committee is responsible for:

- assessing and reporting to the Board on the effectiveness of gender diversity objectives, and monitoring and reporting to the Board on the achievement of diversity targets on an annual basis;
- making recommendations to the Board in relation to the objectives for achieving gender diversity, and the initiatives and strategies to support those objectives; and
- including gender diversity objectives in Board recruitment, Board performance evaluation and succession planning processes.

### **Senior Executives**

The Chief Executive Officer will have reference to this Policy in selecting and assessing candidates and in presenting recommendations to the Board regarding appointments to the senior executive team. This Policy requires the Board to also consider gender diversity and the objectives of this Policy when considering those recommendations.

## Employees

In order to promote the specific objective of gender diversity, this Policy requires the selection process for recruitment for all other employees of the Company to involve the following steps:

- Group General Managers and General Managers commit to ensuring an awareness of gender diversity via their recruitment and selection practices; and
- the regular review of recruitment and selection processes to ensure that they are free from discrimination.

## Director Human Resources

The Director Human Resources is responsible for implementing this Policy throughout the Company. This includes:

- the development, implementation, maintenance and review of the appropriate structures, systems, policies and procedures which support diversity initiatives and strategies;
- active participation and recognition in annual Equal Opportunities for Women in the Workplace Agency (EOWA) reporting with progressive annual initiatives;
- review of diversity programs and initiatives to support the diversity strategy; and
- reporting to the Board and the Nomination and Remuneration Committee on performance against diversity targets and on implementation of diversity initiatives.

Whilst the Director Human Resources has overall responsibility for the application of this Policy across the Company, all managers and employees are responsible for behaving in a way that does not discriminate against other employees, prospective employees, contractors, customers and suppliers, and are expected to promote the spirit of diversity and equal opportunity to the full.

## 3. DISCLOSURE

As part of its annual reporting obligations to shareholders, the Company will disclose the measurable objectives set by the Board for achieving diversity and will report on its progress against those objectives.

A component of the Company's disclosure on diversity in its annual report will also include information about:

- the proportion of women employees in the Company;
- the number of women in senior management positions; and
- the number of women on the Board.

The Company is also committed towards achieving greater transparency of the Board candidate selection and nomination process and will include in its annual report information on the mix of skills and diversity which the Board is looking to achieve in membership of the Board.

#### **4. REVIEW**

The Nomination and Remuneration Committee will review the Policy from time to time to ensure that it remains relevant and appropriate to the Company. Any changes identified by the Nomination and Remuneration Committee will be recommended to the Board for approval.

#### **5. RELATED POLICIES**

Charters, statements and policies which support this Policy include:

- Nomination and Remuneration Committee Charter
- Code of Conduct
- Workplace Bullying Statement
- Harassment Statement
- Grievance Policy
- Discrimination and Equal Opportunity Statement
- Parental Leave Policy
- Flexible Working Conditions Policy

Policy adopted 25 October 2011