

August 2018

Diversity Policy



PIONEER CREDIT LIMITED ACN 103 003 505 (COMPANY)

1. Purpose

The Company is committed to actively managing diversity as a means of enhancing the Company's performance by recognising and utilising the contribution of diverse skills and talent from its directors, officers and employees.

Diversity involves recognising and valuing the unique contribution people can make because of their individual background and different skills, experiences and perspectives, including persons with co-existing domestic responsibilities. Diversity may result from a range of factors including age, gender, ethnicity, cultural background or other personal factors. The Company values the differences between its people and the contribution these differences make to the Company.

The purpose of this Diversity Policy is to:

- a) outline the Company's commitment to diversity;
- b) set out the responsibilities of the Board, senior executives and other employees to achieve the objectives of this policy; and
- c) make directors, senior executives and other employees aware of the consequences if they breach this policy.

The Company is compliant with the *Workplace Gender Equality Act 2012* and has lodged its report with the Workplace Gender Equality Agency. A copy of this report is available on the Company's website at http://corporate.pioneercredit.com.au/wp-content/uploads/2018/08/2017_18-Gender-Equality-Report.pdf.

2. Who does this Diversity Policy apply to?

All directors, officers and employees must comply with this Diversity Policy. The Board will also make consultants and contractors aware of the Company's expectations as set out in this Diversity Policy.

3. Role of the Board

It is the responsibility of the Board to foster an environment where:

- individual differences are respected;
- the ability to contribute and access employment opportunities is based on performance, skill and merit; and
- people demonstrate respect of others, and inappropriate attitudes, behaviours and stereotypes are confronted and eliminated.

4. Role of senior executives

The Company expects senior executives to:

- demonstrate a commitment to diversity as outlined in this policy;
- foster individual career development in accordance with this policy, and make decisions on selection and promotion on the basis of performance, skill and merit;
- work to create an environment where people demonstrate respect for others and which is free from unlawful discrimination, harassment and bullying; and
- support individuals to resolve concerns or complaints that arise in the context of diversity.

5. Role of individuals

The Company expects each individual to:

- demonstrate consideration for the cultural and social differences of the people with whom they work;
- communicate with others politely and respectfully;
- act to prevent or stop unlawful discrimination, harassment and bullying in the workplace;
- raise any diversity concerns with the Managing Director (krjohn@pioneercredit.com.au), Chair (chairman@pioneercredit.com.au) or Report and Investigation Officer (report&investigationofficer@pioneercredit.com.au), as appropriate, and where a concern has been raised, engage constructively to resolve that concern; and
- participate in any initiatives that support the achievement of the objectives of this policy.

6. Promoting diversity

The Company encourages diversity in employment, and in the composition of its Board, as a means of ensuring the Company has an appropriate mix of skills and talent to conduct its business and achieve the Company's goals.

Specifically, the Company will provide equal opportunities in respect of employment and employment conditions, including:

- Hiring:** The Board will ensure appropriate selection criteria based on diverse skills, experience and perspectives is used when hiring new staff, including Board members. Job specifications, advertisements, application forms and contracts will not contain any direct or inferred discrimination. The Board is empowered to engage professional consultants to assist in the hiring process by presenting diverse candidates to the Company for consideration.
- Training:** All internal and external training opportunities will be based on merit and in light of Company and individual needs. The Board will consider senior management training and executive mentoring programs to develop skills and experience to prepare employees for senior management and Board positions.

- c) **Career advancement:** All decisions associated with career advancement, including promotions, transfers, and other assignments, will meet the Company's needs and be determined on skill and merit.

7. Achieving diversity through measurable objectives

The Board will set measurable objectives for achieving gender diversity that are appropriate for the Company, which will be disclosed in the Company's Annual Report.

These measurable objectives may include:

- a) procedural/structural objectives; and
- b) initiatives and programs and/or targets in respect of:
 - i. the number of women employed by (or who are consultants to) the economic group controlled by the Company;
 - ii. the number of women on the Board;
 - iii. the nature of the roles in which women are employed, including on full time, part time or contracted basis, and in leadership, management, professional speciality or supporting roles; and
 - iv. the relative participation of men and women at different remuneration bands.

The Board may also set measurable objectives in relation to other aspects of diversity that are appropriate for the Company. These objectives may also include:

- a) procedural/structural objectives;
- b) initiatives and programs and/or targets in respect of:
 - i. the number of persons employed by (or who are consultants to) the economic group controlled by the Company;
 - ii. the number of persons on the Board;
 - iii. the nature of the roles in which persons are employed, including on full time, part time or contracted bases, and in leadership, management, professional speciality or supporting roles; and
 - iv. the participation of persons at different remuneration bands, each by reference to age, ethnicity and cultural background.

The Board will consider setting key performance indicators for the Board, the Managing Director and senior executives that are linked to the achievement of any measurable objectives set by the Board.

8. Work environment

The Company will ensure that all officers, employees and contractors have access to a work environment that is free from harassment. The Company will not permit unwanted conduct based on an officer, employee or contractor's personal circumstances or characteristics.

The Board and senior executives are required to ensure that the work environment is harassment free, and to ensure that complainants or reports of sexual, racial or other harassment are treated seriously, confidentially, and sympathetically by the Company.

9. Review of Diversity Policy

The Board will proactively monitor Company performance in meeting the standards and policies outlined in this policy. This will include an annual review of this policy, any measurable objectives set by the Board, and the progress towards achieving them.

The Nomination Committee will review this Diversity Policy at least annually and will recommend to the Board the policy for approval if any updates are made.

10. Diversity Policy history

25 February 2014	Charter adopted.
27 May 2015	Revised Diversity Policy approved
5 September 2016	Review
August 2018	Review