

Diversity Policy

Policy 1.17

GOVERNANCE & LEADERSHIP

Purpose:

The Board Diversity Policy (“the Policy”) sets out Wentworth Healthcare Ltd’s (WHL’s) approach to ensuring its Board of Directors (“Board”) is adequately diverse.

The Policy has been established in recognition of the importance of board diversity generally and to ensure a culture which respects differences and is intolerant of behaviours which are non-inclusive.

Scope:

The Policy applies to all Directors of WHL.

Review Frequency:

This Policy will be reviewed annually.

Diversity Definition:

Diversity is the mix of backgrounds, attributes, beliefs, skills, knowledge and experience and the difference of perspective this brings. Diversity embraces knowledge and understanding of relevant diverse geographies, peoples and their backgrounds including, but not limited to race, ethnic origin, physical and mental ability, professional experience, educational background, gender, sexual orientation, religion, belief and generational diversity, as well as culture, personality and work-style.

Policy Statement:

WHL’s policy is to ensure that there is diversity on the Board appropriate to WHL’s business.

WHL recognises and embraces the benefits of having a diverse board and is committed to developing policies, practices and ways of working that support diversity.

WHL sees diversity at the Board level as an essential element in maintaining an effective Board and supporting the attainment of its strategic objectives and its sustainable development. WHL is committed to an inclusive and welcoming workplace with an environment where people are treated with respect, feel valued and can achieve success, both for the individual and the organisation.

In reviewing board position criteria and nomination processes, the Board Governance and Nomination Committee and Board will ensure that all board appointments or nominations are made on merit, with reference to the skills, experience, knowledge and diversity that the board, as a whole, requires to achieve its mission.

Principles and Objectives:

WHL endorses the principle that its Board should have a balance of skills, experience and diversity of perspectives appropriate to the Company's business.

WHL recognises the following principles and objectives in the Policy:

- inclusion and non-discrimination;
- fairness and equality;
- merit;
- leadership excellence.

Recruitment and Board Members:

In identifying suitable candidates for appointment to the Board, candidates will be considered against objective criteria as per the Board Skills Matrix, with due regard to the benefits and need of diversity on the Board.

In reviewing Board composition, WHL commits to an approach that includes the consideration and understanding of diversity in order to maintain an appropriate range and balance of skills, experience and background on the Board.

Appropriate training and resources will be made available to those responsible for Director recruitment as required.

Measurable Objectives:

The Governance and Nominations Committee will discuss and agree annually measurable objectives for achieving diversity on the Board and recommend them to the Board. At any given time the Board may seek to focus on one or more aspects of its diversity and measure progress accordingly.

Monitoring:

The Board will assess achievements against this Policy by reference to its composition once every 12 months in line with the review of the Board Skills Matrix

Disclosure:

This Policy will be published in the Annual Report and on WHL's website for public information.