

VOCUS GROUP LIMITED DIVERSITY POLICY

Adopted by the Board on 31 May 2016

1. PURPOSE AND VISION

Vocus recognises, values and respects the importance of diversity within the workplace. Diversity refers to all the characteristics that make individuals different from one another and encompasses gender, age, ethnicity, cultural background, impairment or disability, sexual preference and religion.

The Vocus team and board believes that increased gender diversity is associated with better financial performance, and that improved workforce participation at all levels positively impacts on the economy.

This Diversity Policy sets out the Vocus objectives in relation to diversity within its board and wider Team.

2. OBJECTIVES

The key objectives for the promotion and support of diversity within Vocus are to:

- Improve upon or at least maintain female representation at the operational, management, executive and board levels
- Review and address pay equity, annually
- Recruit team members and directors from a diverse pool of candidates, to broaden the pool for recruitment of high quality team members, encourage greater innovation and improve our understanding of our diverse customer base
- Review the Paid Parental Leave Policy, to support working parents of both genders and increase employee engagement and retention
- Ensure Leadership Development Programs are accessible to support the advancement of team members equally

3. REPORTING

The Head of Human Resources is to report to the board and company secretary on diversity statistics annually and gender statistics monthly.

As provided for in the Corporate Governance Council Principles and Recommendations, Vocus will disclose in each annual report the proportion of female team members in its organisation, in executive positions and on the board.

4. REVIEW

The board will review the objectives and progress of the executive team in achieving these objectives on at least an annual basis.

The board will review this policy annually to ensure it remains consistent with their objectives and responsibilities.