

# Diversity and Equity Policy

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SeaLink Travel Group Limited (**SeaLink**)

*July 2014*

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**Workplace Diversity refers to the variety of differences between people in an organisation.**

**Diversity encompasses acceptance and respect. It is an understanding that each individual is unique with their own individual differences, including gender, ethnicity, religion, culture, language, sexual orientation, disability, age, family status, perspective, experience or other ideologies.**

## 1. Objective

SeaLink Travel Group recognises that a talented and diverse workforce is a key competitive advantage and our success is a reflection of the quality and skills of our people. SeaLink benefits by bringing together high quality people of different gender, age, ethnicity and cultural backgrounds who possess a diverse range of experiences and perspectives supported by an appropriate organisation culture.

The key objectives of this policy which support SeaLink's corporate objectives aims to –

- Recruit the right people from a diverse pool of high quality candidates. People will be recruited on the basis of competence and performance regardless of age, ethnicity, gender or cultural background;
- Make more informed and innovative decisions, drawing on a wide range of experience and perspectives that employees from diverse backgrounds and different skill sets bring to their roles.
- Provide equal opportunities based on merit.

The Board undertakes an annual assessment of performance against diversity objectives.

## 2. Scope

This policy applies to all SeaLink Travel Group employees, contractors, directors and officers at all SeaLink Travel Group locations.

## 3. Statement

This is information about the Company or its business or affairs that a reasonable person would expect, if publicly known, to influence persons to buy, sell, or hold shares in the Company, or to affect the value of SeaLink Travel Group Ltd shares.

Examples include:

- Considering a major acquisition or disposal.
- Threat of major litigation against the Group.
- Substantial changes in actual or anticipated financial condition or business performance.
- The likely granting, or loss of a major contract or government licence or approval.
- A proposed change to dividend policy.
- A proposed new capital raising by issue of shares.

A significant change in senior management or Board membership.

## 4. Breach of the Shareholder Trading Policy

Diversity is increasingly seen as an asset to organisations and linked to better economic performance. We understand that building a diverse and inclusive workforce will result in improved service for our customers and return to our shareholders. The Group will develop and introduce programmes such as;

- Training and development;
- Flexible working arrangements of leave available to employees;
- Succession planning, the identification of suitable persons at every level of the Company where appropriate opportunities exist – to advance diversity and support promotion of talented employees into management positions. In addition, where appropriate opportunities are available and strong candidates are available for appointment, the Board will actively consider diversifying Board representation to include talented women;
- Increasing the number of women being developed for and performing senior roles;
- Regularly reviewing pay equity to address any gender gaps;
- Ensuring that policies and company culture do not hold women back in their professional development;
- Participation in government initiatives and schemes that continue to develop gender awareness, indigenous representation, education and social development;
- Provision of appropriate issue resolution in accordance with the code of conduct; and
- Reviewing diversity objectives and their achievement.

## 5. Responsibilities

The Board of SeaLink Travel Group is responsible for adopting and monitoring this policy. The Board is required to report on the progress in achieving its objectives on an annual basis through the Company's Annual Report.

All employees also are responsible for supporting and maintaining SeaLink's corporate culture including its commitment to diversity in the workplace.

This approach is supported by the Recruitment Policy, Training & Development Policy, Flexible Working Arrangements Policy, Leave Policies (including Parental Leave), Code of Conduct Policy, Equal Opportunity for Women in the Workplace Policy, Occupational Health & Safety Policies, and the Grievance Procedure Policy.

## 6. Targets

Gender Representation	Target by June 2018
Board Representation	20%
Executive and Senior Management	40%
Group Representation (non-Management)	40%