

CELLNET GROUP LIMITED

ACN 010 721 749

Diversity Policy

1. OUR PHILOSOPHY

A diverse workforce is one that recognises and embraces the value that different people can bring to an organisation through their gender, age, ethnicity, cultural background, marital status, sexual orientation and/or religious beliefs.

Cellnet Group Limited (Company) aims to create an environment in which diverse experiences, perspectives and backgrounds are valued and utilised.

The Board believes that improved workforce participation at all levels, broadens the pool for recruitment of high quality employees, enhances employee retention, encourages greater innovation and improves corporate image and reputation which will ultimately enrich its corporate performance and enhance shareholder value.

This Diversity Policy reflects the Company's commitment to workplace diversity and compliance with the Australian Securities Exchange (ASX) Corporate Governance Council's Corporate Governance Principles and Recommendations.

2. PROMOTING DIVERSITY IN THE COMPANY

The Company promotes a diverse workplace by aiming to ensure that all employees and applicants for employment are fairly considered according to their skills, qualifications and abilities.

The Company has adopted the following to assist with improving gender diversity:

- (a) Building and maintaining a safe work environment by taking action against inappropriate workplace and business behaviour (including discrimination, harassment, bullying, victimisation and vilification).
- (b) Developing flexible work practices to meet the differing needs of our employees at different stages of their life cycle in the context of business requirements.

- (c) Mentoring programs and professional development programs targeted at female employees to prepare them for management positions.
- (d) Regularly reviewing pay equity to address any gender gaps and encouraging female participation in paid parental leave and flexible working hours.
- (e) Ensuring equal employment opportunity where equal treatment is given to employment, training, promotion and compensation, regardless of gender

3. ROLES AND RESPONSIBILITY

The Board is responsible for establishing and monitoring the Company's overall diversity strategy and policy.

The Company's Remuneration Committee is responsible for:

- (a) Reviewing, noting and monitoring the effectiveness of the Diversity Policy from time to time;
- (b) Reviewing and setting the measurable objectives for achieving diversity;
- (c) Reporting to the Board annually on those objectives;
- (d) Reviewing the remuneration by gender and report this information to the Board together with any measurable objectives;
- (e) Annually reviewing and reporting to the Board on the proportion of women in the Company's workforce at three levels in the organisation (Board level, senior management and the whole organisation), including benchmarking the data against relevant industry standards where possible.
- (f) Conducting all Board appointment processes in a manner which promotes gender diversity, including establishing a structured approach for identifying a pool of candidates, using external experts where necessary.

Every employee is responsible for supporting the Company's commitment to workplace diversity.

4. COMMUNICATION

The Company commits to the communication of this Diversity Policy within the company and to its shareholders and the market.

A copy of this Diversity Policy can be found on www.cellnet.com.au.