

Mayfield Group Holdings

DIVERSITY POLICY

Mayfield Group Holdings Limited (**Company**) is committed to promoting a workplace that is diverse in employee gender, age, sexual orientation, ethnicity and cultural background.

The Board believes employee diversity, when combined with inclusivity, promotes innovation, decision-making and teamwork. To promote diversity and inclusivity the Company will:

- (a) Seek to eliminate unconscious bias in recruitment practices to ensure selection is based on objective predictors of behaviour, ability and potential;
- (b) create a safe and inclusive workplace culture by taking action against inappropriate workplace behaviour including discrimination, harassment, bullying, and victimisation;
- (c) develop flexible work practices to attract and retain a diversity of employees; and
- (d) strive for diversity in employee participation in mentoring, education, and community programs.

The Company recognises the improvement of gender diversity as a priority across all levels of the organisation.

This diversity policy (**Policy**) applies to the Company's board of directors (**Board**), senior management and employees.

The Board is responsible for promoting diversity as a key component of Company culture by;

- (a) Publishing this Policy
- (b) Developing measurable objectives to monitor the effectiveness of this Policy in improving gender diversity; and
- (c) Providing management with the training and resources to implement this Policy and develop initiatives to promote and achieve the objectives.

Management will be responsible for

- (a) implementing and promoting this policy, and
- (b) reporting back to the Board on initiatives and progress against the objectives.

All employees are required to behave in a manner that respects diversity and includes colleagues regardless of age, gender, sexual orientation, ethnicity and cultural background. Employees are encouraged to provide feedback to management regarding programs or initiatives which will improve this diversity policy.



Andrew Rowe

Group Chief Executive Officer

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