
Diversity Policy

APN Outdoor Group Limited (155 848 589)

Adopted by the Board on 17 October 2014

1 Introduction

- (a) APN Outdoor Group Limited (**APNO**) acknowledges the positive outcomes and corporate benefits that can be achieved through a diverse workplace, including the ability to attract, retain and motivate directors, officers and employees from the widest possible pool of available talent.
- (b) APNO recognises and utilises the contribution of diverse skills and talent from its directors, officers and employees. APNO also recognises that in order to have a properly functioning diverse workplace, discrimination, bullying, harassment, vilification and victimisation cannot and will not be tolerated.
- (c) For the purpose of this policy, diversity extends beyond gender and includes, but is not limited to issues of age, ethnicity, marital or family status, religious or cultural background, sexual orientation or preference, disability and mental impairment.
- (d) This policy applies to all officers, employees and all people who work at APNO, including contractors and consultants.
- (e) This policy will be reviewed at least annually by the board of APNO (**Board**) to ensure its effectiveness.

2 Commitment of APNO

APNO will endeavour to ensure:

- (a) that APNO's corporate culture at all levels supports diversity in the workplace whilst maintaining a commitment to a high performance culture;
- (b) that recruitment and selection practices at all levels are appropriately structured so that a diverse range of candidates are considered and that there are no conscious or unconscious biases that might discriminate against certain types of candidates;
- (c) that consideration is given to programs and processes that will assist in the development of a broader and more diverse pool of skilled and experienced employees;
- (d) support for an individual's domestic responsibilities (including the adoption of flexible work practices that will assist them to meet those responsibilities);
- (e) the policy for selection and appointment of new directors is transparent; and
- (f) the Board establishes objectives on an annual basis to identify ways in which the achievement of gender diversity at APNO is measured, and in relation to other aspects of this diversity policy.

3 Responsibilities

- (a) The Board has responsibility for this policy, including its regular review and the monitoring of its effectiveness.
- (b) The Board has responsibility to:
 - (i) annually set and review objectives in relation to gender diversity (**Objectives**) and, where appropriate, other aspects of diversity including in respect of women in leadership, age diversity and cultural diversity;

- (ii) assess annually APNO's progress in achieving the Objectives; and
- (iii) disclose:
 - (A) the Diversity Policy on APNO's website;
 - (B) the Objectives and APNO's progress in achieving the Objectives in APNO's annual report; and
 - (C) the respective proportions of men and women on the board, in senior executive positions and across the whole organisation (including how the entity has defined "senior executive" for these purposes) or the entity's Gender Equality Indicators, as defined in the *Workplace Gender Equality Act 2012* (Cth).