



Diversity Policy

Aquis Entertainment Limited (ACN 147 411 881)

Aquis Entertainment Limited Diversity Policy

1 Introduction

- (a) Aquis Entertainment Limited (**Aquis Entertainment**) acknowledges the positive outcomes that can be achieved through a diverse workforce, and recognises and utilises the contribution of diverse skills and talent from its directors, officers and employees.
 - (b) For the purpose of this policy, diversity extends beyond gender and includes, but is not limited to issues of age, disability, ethnicity, marital or family status, religious or cultural background, sexual orientation and gender identity.
 - (c) This policy applies to all officers, employees and all people who work at Aquis Entertainment, including contractors and consultants.
 - (d) This policy will be reviewed at least annually by the board of Aquis Entertainment (**Board**) to ensure its effectiveness.
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2 Commitment of Aquis Entertainment

Aquis Entertainment will endeavour to ensure:

- (a) that Aquis Entertainment's corporate culture at all levels supports diversity in the workplace whilst maintaining a commitment to a high performance culture;
 - (b) that consideration is given to programs and processes for the development of skills of its employees and support for an individual's domestic responsibilities;
 - (c) the policy for selection and appointment of new directors is transparent; and
 - (d) the Board establishes objectives on an annual basis to identify ways in which the achievement of gender diversity at Aquis Entertainment is measured, and in relation to other aspects of this diversity policy.
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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;
 - (ii) assess annually Aquis Entertainment's progress in achieving the Objectives. The results of this assessment are disclosed in Aquis Entertainment's annual report; and
 - (iii) disclose the Diversity Policy on Aquis Entertainment's website;
 - (iv) disclose the Objectives and Aquis Entertainment's progress in achieving the Objectives in Aquis Entertainment's annual report; and
 - (v) disclose 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).