



Diversity Policy

Version adopted by the Board: 3 December 2019

Aquis Entertainment Limited (ACN 147 411 881)

Aquis Entertainment Limited Diversity Policy

1 Introduction

- (a) This Policy applies to all Directors, officers, employees, and also any contractors and consultants whose terms of engagement by Aquis Entertainment Limited ACN 147 411 881 or its subsidiaries (**Aquis Entertainment** or the **Company**) apply this Policy to them.
- (b) Aquis Entertainment is committed to an inclusive workplace that embraces and promotes diversity.
- (c) 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.
- (d) For the purpose of this Policy, diversity extends beyond gender and includes, but is not limited to age, disability, ethnicity, marital or family status, religious or cultural background, sexual orientation and gender identity.
- (e) Nothing in this Policy:
 - (i) shall be interpreted or construed so as to endorse diversity as the principal criteria for the selection and promotion of the Company's directors, officers and employees; and
 - (ii) imposes any obligation to engage in any conduct that is contrary to any applicable anti-discrimination or equal employment opportunity laws.
- (f) This Policy will be reviewed at least annually by the board of Aquis Entertainment (**Board**) to ensure its effectiveness.

2 How Aquis Entertainment promotes diversity

Aquis Entertainment aims to leverage the competitive edge that diversity brings by:

- (a) maintaining a corporate culture at all levels that supports diversity in the workplace whilst maintaining a commitment to a high performance culture;
 - (b) considering programs and processes that develop the skills of its employees and support an individual's domestic responsibilities;
 - (c) having a transparent policy for selection and appointment of new directors; and
 - (d) the establishment of Board 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 Policy.
-

3 Responsibilities

- (a) The Board has adopted this Policy.
 - (b) The Board has the responsibility to annually set objectives in relation to gender diversity and, where appropriate, other aspects of diversity (the **Objectives**).
 - (c) The Company's management and the Remuneration and Nomination Committee will monitor and report to the Board on the Company's progress against the Objectives.
 - (d) The Board has the responsibility to:
 - (i) review the Objectives and annually assess Aquis Entertainment's progress in achieving the Objectives; and
 - (ii) disclose at the end of each reporting period 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 Company's 'Gender Equality Indicators' as defined in section 3 of the *Workplace Gender Equality Act 2012* (Cth).
-