

# DIVERSITY AND INCLUSION POLICY



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## INTRODUCTION

Silex Systems Limited (Silex) is committed to workplace diversity and inclusion and recognises the benefits of employee and board diversity arising from the recruitment, development and retention of a talented, diverse and motivated workforce.

Diversity within Silex means all things that make individuals different to one another including but not limited to, age, gender, ethnicity, religion, culture, language, disability, sexual orientation and identity, marital status and family responsibilities. It involves a commitment to equality and treating one another with respect.

## APPLICATION

The policy acts as a framework in building our diverse and inclusive workforce.

The Diversity and Inclusion Policy does not impose on Silex, its directors, officers, agents or employees any obligation to engage in, or justification for engaging in, any conduct which is illegal or contrary to any anti-discrimination or equal employment opportunity legislation or laws in any State or Territory of Australia or of any overseas jurisdiction.

## OBJECTIVES

The Diversity and Inclusion Policy provides a framework to achieve:

- A diverse and skilled workforce, leading to continuous improvement in Company performance and achievement of corporate goals;
- A workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;
- An environment that encourages the development of necessary skills and experience for leadership roles;
- Improved employment and career development opportunities for women;
- Awareness amongst all staff of their rights and responsibilities with regard to fairness, equity and respect for all aspects of diversity; and
- Workplaces that are free from all forms of discrimination and harassment.

## STRATEGY

Silex aims to achieve these objectives by:

- The Board establishing, and reviewing on an annual basis, measurable objectives in support of diversity that will be transparent, achievable over a period of time and fit for purpose;
- Recruiting and managing a diverse and skilled workforce on the basis of an individual's competence and performance, recognising the importance of having the right person for the right role;
- Making remuneration and promotion decisions that are fair and free from bias;

- Promoting a work environment and culture that values and utilises the contributions of employees and respects the unique attributes that each individual brings to the workplace;
- Fostering an inclusive and supportive culture to enable people to develop to their full potential;
- Offering flexible work practices to employees, as appropriate;
- Promoting diversity through actions and interactions; and
- Taking action to prevent and stop discrimination, bullying and harassment.

## **RESPONSIBILITIES AND REVIEW**

The Board and CEO/Managing Director of Silex are accountable for ensuring this policy is implemented. The Board of Directors will review Silex's diversity and inclusion practices at least annually and will monitor progress toward the achievement of measurable objectives. This policy will be reviewed regularly and updated as required.

In accordance with this policy and ASX Corporate Governance Principles (3<sup>rd</sup> Edition), the Board has established objectives in relation to gender diversity. Responsibility for diversity has been included in the Board Charter and the People & Remuneration Committee Charter (diversity at all levels of the Company).