

## **POLICY REGARDING DIVERSITY**

### **Silex Policy No. 12**

**Version Date: 1 July 2011**

#### **1. PURPOSE:**

Silex Systems Limited (“Silex”) recognizes and embraces the diverse skills and perspectives that people bring to the organization through their gender, origin, ethnicity, culture, disability, age, sexual orientation and/or religious beliefs.

Silex is committed to embracing diversity as it benefits individuals, teams and our company as a whole. We recognize that each employee brings their own unique capabilities, experiences and characteristics to their work and value such diversity in all levels of the Company.

Diversity enables us to be innovative. It is attributable to our business success and assists us to maximize the achievement of our corporate goals.

The purpose of this policy is to communicate Silex’s position on all forms of diversity, in particular diversity as it relates to gender. A key function of this policy is to identify the Board’s responsibilities with respect to gender diversity.

#### **2. DEFINITIONS**

##### **2.1 What is diversity?**

Diversity is defined in the context of the workplace, as including, but not limited to the diverse skills and perspectives that people bring to the organization through their gender, age, ethnicity and cultural background. For the purposes of this policy, the company’s key area of focus in the context of diversity is gender diversity and addressing diversity in leadership and technical specialist roles.

#### **3. DIVERSITY AT SILEX**

##### **3.1 Commitment**

Silex is committed to diversity to maximize the achievement of corporate goals and applies the following principles to value and manage diversity:

- facilitate equal employment opportunities based on necessary skills, experience, relative ability, performance or potential;
- ensure that a fair and equitable recruitment process is followed where candidates are selected on the basis of possessing the necessary skills, qualifications, experience and attitude required to achieve the organisation’s strategic objectives;
- ensure that there is a transparent approach to providing reward and recognition on the basis of achievement;
- build and maintain a safe and harmonious work environment by taking action against inappropriate workplace and business behaviors that does not value diversity, including discrimination, harassment, bullying, victimization and vilification;
- develop flexible work practices to meet the differing needs of our employees;
- attract and retain a skilled and diverse workforce as an employer of choice;

- enhance customer service and market reputation through a workforce that respects and reflects the diversity of our customers;
- make a contribution to the economic, social and educational well-being of the communities it serves;
- improve the quality of decision-making, productivity and teamwork;
- meet the relevant requirements of legislation and the Board;
- align with world leading practice; and
- create an inclusive workplace culture.

### **3.2 Implementation**

Silex implements these principles through a program of work which addresses:

- Setting goals and striving towards diversity targets;
- Leadership and culture awareness programs;
- Employee networking;
- Human Resources initiatives including policies, systems and processes;
- Implementation of an Employee Assistance Program (EAP); and
- Internal communication and awareness campaigns.

### **3.3 The Board**

The Board has a responsibility to:

- Review, note and monitor the effectiveness of the diversity policy;
- Establish measureable objectives for achieving gender diversity; and
- Assess annually both the measureable objectives for achieving gender diversity and the progress in achieving them.

The Board strives to achieve greater diversity in the composition of its members, by selecting candidates from a diverse pool of qualified candidates, engagement of professional search firms and advertising board vacancies.