

# OVATO DIVERSITY POLICY

## 1. INTRODUCTION

Ovato's leadership position in the print media industry is dependent on our ability to nurture a 'One Team, High Performance' culture. The organisation's transformation has been successful to date because of our people – their depth of talent and loyalty to our business. We have focussed on creating positive working environments which reflect and reward our core and recently redefined Values, namely Care, Creating Value, Acting with Integrity, Embracing our Future and Working for Better. The next stage of our cultural development will see Ovato initiate a diversity plan to ensure that our people are supported by policies, systems and programs which ensure that all people are respected, valued and developed and that diversity is not a barrier to their career success in Ovato.

## 2. DIVERSITY POLICY STATEMENT

The purpose of this policy is to outline Ovato's commitment to fostering a corporate culture that embraces Diversity.

As part of the commitment to achieving and maintaining effective Diversity policies, the Board will perform regular reviews of the changes in Diversity throughout the organisation.

- Ovato will strive to provide industry leadership for workforce diversity by:
- Integrating diversity principles in all aspects of human resources **management functions and policies** such as recruitment, selection and training.
- Considering options to enable **flexible working practices** for those with domestic responsibilities
- Conducting **pay equity** reviews.
- Facilitating **equal employment opportunities** based on merit; and
- Striving to build **safe working environments** by taking strong action against inappropriate workplace and business behaviour that does not value diversity including discrimination, harassment, bullying, victimisation and vilification.

Our managers will be trained how to create **inclusive working environments**, understand the benefits of workforce diversity and their role in administering people management policies in the spirit of our 'One Team, High Performance' culture. Our intention is to ensure that our working environments are conducive to collaboration and where diversity is not a barrier to career success at Ovato.

We will address impediments to achieving gender diversity and meet or exceed relevant industry benchmarks.

## 3. RESPONSIBILITIES

### a. *Appointments and Compensation Committee (or similar)*

- Guide the Board in achieving Board objectives for gender diversity.
- Implement the workforce diversity policy, profile and measurable objectives and ensure internal compliance with the policy.
- Review progress of measurable objectives quarterly.
- Report to the Board annually achievement of the measurable objectives and the proportion of women at all levels.

### b. *Chief Executive Officer*

- Promote workforce diversity throughout the Group business as a cultural imperative to drive the attraction and retention of talent.
- Budget for the implementation of the strategy across the Group.



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## *c. Executive Management Team*

- Champion diversity initiatives in their business units to achieve gender diversity objectives in their Business Plans.
- Ensure sufficient human resources and budget allocation for Diversity initiatives.
- Act as role models of inclusive business behaviour and drive accountability for this behaviour with their management teams.

