

1. Introduction

This policy supports the commitment of Isentia Group Limited (**Company** and, together with its controlled entities, the **Group**) to be an inclusive workplace that embraces and values diversity while always upholding the principle of meritocracy.

2. Benefits of diversity

- 2.1 Diversity refers to the variety of differences between people in an organisation. Diversity encompasses gender, race, ethnicity, disability, age, sexual orientation, family responsibilities, cultural background, religious beliefs and more.
- 2.2 The Group's commitment to diversity forms part of its merit-based organisational culture dedicated to the recruitment and retention of the best available talent at all levels, up to and including the board of the Company.
- 2.3 The Group believes that embracing diversity in its workforce contributes to the achievement of its corporate objectives and enhances its reputation. It enables the Group to:
 - (a) recruit and retain the right people from a diverse pool of talented candidates;
 - (b) make more informed and innovative decisions, drawing on the wide range of ideas, experiences, approaches and perspectives that employees from diverse backgrounds, with differing skill sets, bring to their roles; and
 - (c) better represent the diversity of its stakeholders and markets.

3. Commitment to diversity

- 3.1 The Group is committed to achieving the goals of:
 - (a) providing access to equal opportunities at work based on merit; and
 - (b) fostering a corporate culture that embraces and values diversity.
- 3.2 We are an equal opportunity employer and welcome people from a diverse set of backgrounds.

4. Board composition

- 4.1 While skills such as leadership and previous experience as a chief executive, chair or board member of a large organisation have traditionally been prerequisites to appointment as a director, the board recognises that skills gained from broader experiences, including skills in the following areas are key skills and experience which the board as a whole should comprise:
 - (a) marketing and sales in the media, media intelligence and information and communication technologies industries;
 - (b) policy and regulatory development and reform;

- (c) health, safety and environment and social responsibility;
 - (d) human resources; and
 - (e) international experience, particularly in the Asian region.
- 4.2 The board will develop a board appointment process, which includes selection criteria having regard to the skills and experience outlined at the time by the nomination and remuneration committee and the selection process for senior management positions.
- 4.3 The board is responsible for identifying qualified individuals for appointment to the board. In identifying candidates, the board will have regard to the selection criteria set out in the board appointment process, which will include:
- (a) skills, expertise and background that add to and complement the range of skills, expertise and background of the existing directors;
 - (b) diversity; and
 - (c) the extent to which the candidate would fill a present need on the board.

5. Recruitment of senior management and employees

- 5.1 The Group is committed to ensuring equal employment opportunity for all of its employees and senior management, based on merit, ability, performance and potential, in a way that contributes to the achievement of its corporate objectives, including diversity.
- 5.2 The board, through the Nomination and remuneration committee, will monitor and promote the gender diversity of staff and the associated corporate culture.

6. Objectives for achieving gender diversity

- 6.1 The Company will implement policies which address impediments to gender diversity in the workplace (including parental leave and flexible working arrangements that assist employees to fulfil their domestic responsibilities), and review these policies to ensure that they are available to and utilised by both men and women, particularly at senior management levels.
- 6.2 The company will set measurable objectives each year which will be approved by the nomination and remuneration committee. These objectives will be disclosed with the Company's corporate governance disclosures and reported against annually.
- 6.3 Each year, the Company will review, assess and report the Group's level of gender diversity.

7. Roles and responsibilities

Every employee within the Group is responsible for supporting and maintaining the Group's corporate culture, including its commitment to diversity in the workplace.

8. Disclosure

A summary of this policy and the Company's achievement of the policy's objectives will be disclosed in each of the Company's annual reports.

9. Review and changes to this policy

- 9.1 The board will review this policy as necessary to ensure it complies with any applicable legal requirements and remains relevant and effective.
- 9.2 The board may change this policy from time to time by resolution.
- 9.3 This policy is not contractual in nature.
- 9.4 This policy is not a promise of continued employment or of the benefits of that employment.

10. Interaction with other legislation

This policy applies to the extent that it does not conflict with equal employment opportunity and anti-discrimination legislation in jurisdictions in which the Group operates.

11. Questions

Any questions about this policy should be directed to the company secretary.

12. Approved and adopted

This policy was approved and adopted by the board on 16 July 2014.