

Diversity Policy

- This Policy outlines the objectives for achieving gender diversity as applied to the workforce of Tel.Pacific Limited
-

Vision and Guiding Principles

Tel.Pacific Limited is committed to an inclusive workplace that embraces and promotes diversity.

We value, respect and leverage the unique contributions of people with diverse backgrounds, experiences and perspectives to provide exceptional customer service to an equally diverse community. We recognise that team members will assume changing domestic responsibilities throughout their careers.

Our Policy is to recruit and manage on the basis of competence and performance regardless of age, nationality, race, gender, religious beliefs, sexuality, physical activity or cultural background. It is essential that we have the right person for the right job and that we deliver at a high level of performance.

This Policy is based upon the following Guiding Principles:

- All individuals have the right to work in an environment of mutual respect and integrity which is free from discrimination, harassment, bullying and bias;
- Our workplace should have balanced representation of women and men at all levels, including at senior management and Board levels;
- Decisions in respect to recruitment, remuneration, advancement and training are to be made on merit and should take account of the company's desire to promote diversity; and
- Tel.Pacific Limited recognises the fact that we work with and within culturally and linguistically diverse communities across Australia and that this diversity should be reflected in our workforce and organisational practices.

Diversity Objectives

Tel.Pacific Limited achieves these objectives by:

- The Board establishing, and reviewing on an annual basis, measurable objectives for achieving improvement in the diversity mix of the workforce and particularly gender diversity.
- Creating a culture that empowers and rewards people to act in accordance with this policy.
- Appreciating and respecting 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.
- Ensuring that a clear reporting process and procedure is in place.
- Undertaking diversity initiatives and measuring effectiveness.
- Promoting diversity through our actions and interactions.

- Promoting diversity education and training.
- Taking action to prevent and stop discrimination, bullying and harassment.
- Actively monitoring recruitment, promotions and turnover and communicating statistics.

Reporting on and measuring Diversity Objectives

- In its Annual Report, Tel.Pacific Limited will disclose:
 - a) its Diversity Objectives as set out in this Policy; and
 - b) its progress towards achieving them.
- Tel.Pacific Limited will disclose in its Annual Report, the proportion of:
 - a) women employees in the whole organisation;
 - b) women in senior executive positions; and
 - c) women on the Board.
- Tel.Pacific Limited will disclose in its Annual Report a summary of the compliance of Tel.Pacific Limited with any of its other diversity objectives.
- This Policy and its effectiveness will be reviewed on an annual basis by the Board.

Application

This Policy applies to all personnel, contractors and joint venturers engaged in activities under Tel.Pacific Limited's operational control. Tel.Pacific Limited managers are expected to ensure this Policy is implemented and integrated into all activities.