

Diversity Policy

This Policy was approved on 16th May 2019.

An Underlying Rationale for Diversity

Whitefield recognises the importance and benefits of being able to attract, retain and motivate Board members from the widest possible pool of available talent.

Whitefield's Diversity Policy

Whitefield seeks to have no barriers to the selection or retention of Board members relating to disability, ethnicity, age, socio-economic, marital or family status, religious or cultural background, sexual orientation or gender.

The Company seeks to implement this policy through:

- (a) An open, and unbiased process of identifying and selecting potential Board members based on the Company's requirements for skill and experience;
- (b) A general willingness to encourage diversity where this does not compromise the fair selection of candidates;
- (c) A zero tolerance for discrimination, harassment, vilification or victimisation;
- (d) An expectation that all personnel maintain high standards of professionalism at all times and that personnel act with the utmost respect towards others in their actions;
- (e) Encouraging our primary service providers to embrace similar practices.

The Company considers and appreciates:

- the impact of size in the practical implementation of a diversity policy, recognising that diversity in small groups may be less than in large groups;
- that the availability of candidates within industries or industry segments may be materially influenced by the attraction of each industry to particular categories of people, and that this in turn will influence the appropriate level of diversity that is indicative of a fair and unbiased policy of selection.

The Board does not set measurable objectives to achieve diversity as the compact size of the Board and executive team and the extremely low turnover of Board and executives makes it impractical to apply specific timelines around personnel changes. As noted above, the Board will however actively encourage and promote diversity where this can be done fairly and in a manner which enhances the capabilities of the Company.