

Diversity Policy



- 1.1 At Pacific Edge, we believe in providing equality of opportunity in employment irrespective of age, ethnic or national origin, gender, sexual orientation, family circumstances, disability, religious or ethical belief, or economic background.
- 1.2 We appreciate and celebrate differences in people, and recognise that building a diverse and inclusive culture will result in enhanced relationships with stakeholders, better customer service and a stronger reputation for the company.
- 1.3 We recruit individuals who are the best fit for the business in terms of competence experience and fit. We actively seek out those with a variety of thinking styles, backgrounds and abilities.
- 1.4 Pacific Edge is committed to bringing diversity to life in our employment practices and across all aspects of our business. This includes:
 - a. Attracting and selecting new employees
 - b. Retaining and developing existing employees
 - c. Enhancing the capability of the company
 - d. Providing flexible working arrangements where suitable
 - e. Succession planning
 - f. Creating a culture of inclusion
 - g. Establishing objectives for achieving diversity that can be measured
 - h. Appointments to the Board

Diversity and Board Composition

- 1.5 Practicing diversity means committing to incorporate the tenets of diversity in our board charter and succession planning. The Board believes:
 - a. It should at all times comprise members whose skills, experience and attributes together reflect diversity, balance, cohesion and match the demands facing the Company.
 - b. In seeking diversity in the skills, attributes and experience of its members across a broad range of criteria so as to represent the diversity of business types and regions in which the Company operates
 - c. Its membership may be increased where it is felt that additional expertise is required in

specific areas, or where an outstanding candidate is identified and where shareholders agree.

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