



POLICY TOPIC Diversity & Inclusion Policy	Issued on: August 2019	Issued by: Group Office	Approved by: ALGL Board	Version: 2.0
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1. PURPOSE

Ardent Leisure Group Limited (Ardent), its subsidiaries and businesses, aims to provide a working environment that is not only diverse and inclusive but also cultivates and educates its workforce around the benefits and vast knowledge that is added to their working environment.

The diversity and unique skills of each individual brings many benefits to Ardent, including innovation, adaptability to change and greater engagement with our internal and external stakeholders. Every employee has a responsibility to foster a culture of diversity and inclusion demonstrated by behaviours that are consistent with this policy.

2. SCOPE

This policy applies to all directors and employees of Ardent (including employees of its subsidiaries and businesses), consultants and independent contractors (or representatives of independent contractors) who are engaged to provide services directly to Ardent.

3. WHAT IS WORKPLACE DIVERSITY AND INCLUSION?

Workplace diversity is about acknowledging the diverse skills and perspectives that people may bring to the workplace because of their gender, age, language, ethnicity, cultural background, disability, religious belief, sexual orientation, working style, educational level, professional skills, work and life experiences, socio-economic background, job function, geographical location, marital status and family responsibilities.

Workplace inclusion is about removing barriers to ensure all employees enjoy full participation in their work environment whilst striving towards delivering key business outcomes. It also involves recognising the value of individual differences and managing them appropriately in the workplace.

Ardent aspires to embrace the diversity each person brings to their workplace by creating an environment of trust, mutual respect and appreciation. Embracing diversity and the unique skills and experiences of each individual is fundamental to our business success. We embrace the diversity of our people to help us achieve our vision.

4. HOW IS DIVERSITY SUPPORTED AT ARDENT?

Ardent recognises the value of a diverse and skilled workforce and is committed to creating and maintaining an inclusive and collaborative workplace culture that will provide sustainability for the organisation into the future.

Ardent has the highest level of commitment to diversity from Board to individual advocates in the business. Each has a unique and valuable role to play in supporting our commitment to diversity.

Our commitment to recognising the importance of diversity extends to all areas of our business including Board appointments, recruitment and retention, mentoring and coaching programs, talent development and skills enhancement.

Ardent will promote diversity across all levels of the Group through a number of initiatives including but not limited to:

- Supporting the achievement of Ardent's goals through the application of flexible work practices.
- Actively promoting Ardent's recruitment criteria and processes and the Code of Conduct.
- Identify opportunities for career development and progression.
- Having robust and comprehensive organisational policies and reporting that supports diversity and inclusion.
- Challenging and mitigating bias through awareness and training.

5. RESPONSIBILITIES

Ardent maintains a safe environment and does not tolerate inappropriate workplace or business behaviour such as discrimination, harassment, bullying, victimisation and vilification.

It is the responsibility of every person within Ardent to create an environment of trust and mutual respect by behaving in a respectful and professional manner at all times, to respect and actively contribute to diversity and behave in accordance with this policy.

6. REVIEW

The Remuneration & Nomination Committee is responsible for the review and oversight of this policy. The Committee will, with support from management, review on an annual basis the effectiveness of this policy, its objectives and strategies which aim to achieve Ardent's diversity and inclusion objectives; and report to the Board on the outcomes of its review, including any recommendations for changes to those strategies or the way in which they are implemented.

7. ADDITIONAL REFERENCE MATERIAL

Other documents which support and/or are relevant to this Policy include the following:

Business Policies & Procedures	Legislation
Flexible Working Arrangements Policy Leave Policy Bullying & Harassment Policy Whistleblower Policy Code of Conduct	Australian Human Rights Commission Act 1986 (Cth) Age Discrimination Act 2004 (Cth) Disability Discrimination Act 1992 (Cth) Racial Discrimination Act 1975 (Cth) Sex Discrimination Act 1984 (Cth) Workplace Gender Equality Act 2012 (Cth)

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