



REDHILL EDUCATION

RedHill Education Limited

ACN: 119 952 493

Diversity Policy

Date of Issue: 28 September 2012



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1 Purpose

- 1.1 *At RedHill Education Limited (the “Company”), we behave in a non-discriminatory manner with a view to achieving a diverse workforce. We believe that a diverse workforce contributes towards a more dynamic and successful business.*

We aim to ensure that our workforce and Board of Directors is made up of individuals with varying skills, values, backgrounds and work experience to the benefit of the Company.

2 Scope

- 2.1 *This policy (“Policy”) applies to all directors, employees, whether full-time, part-time, casual or temporary, as well as to contractors and consultants.*

3 Effect of the Policy

- 3.1 *This Policy sets out the guidelines by which the Company will endeavour to increase diversity, including at board level.*
- 3.2 *The contents of this Policy, to the extent that they impose obligations on the Company, do not constitute contractual terms, conditions or representations on which any party can rely.*

4 Diversity

- 4.1 *Diversity refers to characteristics such as age, gender, sexual orientation, race, religion, disability and ethnicity.*
- 4.2 *The Company will not behave in a discriminatory manner against individuals on any of the following grounds:*

- *Gender*
 - *Race*
 - *Relationship status*
 - *Physical Impairment*
 - *Pregnancy*
 - *Religious belief or activity*
 - *Parental status*
 - *Political belief or activity*
 - *Family responsibilities*
 - *Trade union activity (or inactivity)*
 - *Breastfeeding*
 - *Lawful sexual orientation*
 - *Age*
 - *Ethnicity*
 - *Irrelevant criminal record*
 - *Irrelevant medical record*
 - *Gender identity*
 - *Physical features*
- *Association with or relation to any person on the basis of an attribute associated with any of the above grounds.*

5 Statement of Principles

5.1 The Company is committed to:

- (1) *Equality of opportunity throughout the organisation, with an emphasis on ensuring all employees are given access to the same opportunities and benefits.*
- (2) *Recruitment and retention of the best candidates for positions by behaving in a non-discriminatory manner.*
- (3) *Appraising and promoting employees on the basis of management assessment, past performance and the potential of the employee to handle greater responsibility, as well as his or her willingness to do so.*
- (4) *Treatment of individuals with respect, and maintaining a workplace that is free from discriminatory behaviours.*

6 Responsibilities

6.1 Board responsibilities

- (1) *The board will approve and implement policy to support achieving diversity within the Company and on the board.*
- (2) *The Board will set measurable objectives to achieve gender diversity and will report annually on the achievement of the objectives.*
- (3) *The board will assess the diversity of the Company annually, and measure achievement against the targets it has set towards achieving a diverse workforce and gender diversity as well as the effectiveness of its diversity policy.*
- (4) *The board will consider diversity in the selection of board members and will consider the issue of diversity in developing its selection criteria for membership of the board.*

6.2 Management responsibilities

- (1) *Management will be responsible for applying principles in this Policy in its employment practices, and achieving diversity targets determined by the board.*
- (2) *Management will be responsible for reporting to the board on progress regarding implementation of this Policy and measurement of diversity in the workforce.*

6.3 Objectives

- (1) *To review annually the qualifications, capability, skills and experience of all employees with a view to promoting, counselling, mentoring and rewarding all employees fairly and objectively.*
- (2) *To promote women into executive and senior executive positions in accordance with their ability and qualifications.*
- (3) *To increase annual the proportion of appropriately qualified women in executive or senior executive positions to at least 30% of all such positions.*

7 Reporting

- 7.1 *The Company will report in its annual report on targets set by the board and its progress toward achieving those targets.*

8 Changes to this Policy

The Company reserves the right, at its absolute discretion, to change this Policy from time to time as it considers necessary.

9 Contact Officer

The Company Secretary should be contacted in all instances in relation to matters outlined in this Policy. Any changes to the Policy will be communicated.