

Staff Policy

Equity, Diversity and Inclusion

Policy Statement

G8 Education Ltd ('G8 Education') is committed to creating and maintaining a diverse, equitable, tolerant and inclusive environment for all team members, customers, clients and visitors.

The purpose of this Policy is to provide diversity and equality to all in employment, irrespective of an individual's gender, age, racial origin, disability, religion, culture, sexual preference, language, education, social origin, political affiliation, marital status or parental responsibility. As such, this Policy outlines the expectations of G8 Education in relation to equity and diversity matters.

G8 Education believes that all team members have the right to work in a safe and diversity inclusive environment. Therefore, G8 Education does not tolerate any form of workplace bullying, discrimination, harassment, victimisation or vilification in the workplace, including from the Company, fellow team members or other stakeholders.

Our Commitment

- G8 Education is committed to providing a diversity inclusive workplace where all team members have the opportunity to fully participate and are valued for their individual skills and experiences.
- G8 Education expects all team members to treat everyone in the workplace, or in connection with the work they perform, with respect and fairness.
- It is an objective of G8 Education to incorporate diversity into its business practices.
- G8 Education will provide equal employment opportunities, by ensuring that all team members have equitable access to recruitment, selection, promotion, training and transfer opportunities.
- Selection for employment, promotion, training or any other benefit will be merit based and in accordance with an open and transparent process.
- G8 Education aims to develop flexible work practices that address the needs of its team members.
- G8 Education aims to attract and retain a skilled and diverse workforce.
- G8 will not tolerate any form of intimidation, bullying, discrimination, harassment, victimisation or vilification in the workplace.
- Any alleged breaches of this Policy will be fully investigated in accordance with G8 Education's relevant internal policies.
- This Policy is fully supported by Senior Management and has been approved by the Board.
- The Policy will be monitored and reviewed annually.
- This Policy will be implemented within the framework of the relevant legislation, which includes (but is not limited to):

- *Fair Work Australia Act 2009* (Cth)
- *Affirmative Action (Equal Opportunity for Women) Act 1986* (Cth)
- *Anti-Discrimination Act 1991* (Qld)
- *Industrial Relations Act 2016* (Qld)
- *Work Health and Safety Act 2011* (Qld)

Diversity at G8 Education Limited

G8 Education appreciates that diversity is essential to its continued growth and success. As a result, G8 Education is committed to fostering and sustaining an inclusive and flexible workplace through the principles of diversity, equity and equal employment opportunity.

In order to promote diversity and equity in the workplace, G8 Education Limited is pleased to advise that the Board has outlined the following measurable equity, diversity and inclusion objectives:

- To maintain equal male to female representation on both the board and executive leadership team.

Workplace profile

The current G8 Education workplace profile will continue to be a focus for the Board and Senior Management in order to achieve our diversity objectives discussed above.

Gender Balance at G8 Education:

- Women constitute 98% of the entire G8 Education workforce.
- Women currently hold 45% of executive leadership roles (4 out of 9 positions are held by women).
- Three of the six non-executive directors on the G8 Education Board are female.

Assessment

The Board will assess the measurable diversity objectives outlined above and G8 Education's progress in achieving them on an annual basis.

Policy Disclosure

This Policy will be posted to G8 Education's website in the Corporate Governance section and will be reviewed from time to time.