



# Diversity Policy

May 2022

# Contents

1.	DIVERSITY AT STEADFAST	2
1.1	Our commitment	2
1.2	Steadfast's values and culture	2
1.3	Who this policy applies to?	2
1.4	Implementation	3
2.	WHAT DIVERSITY MEANS TO US	3
2.1	Commitment to inclusion	3
2.2	Gender diversity	3
2.2	Board and senior executive diversity	3
2.3	Work and life balance	3
2.4	Ability not disability	3
3.	HOW WE PROMOTE DIVERSITY	3
3.1	Steps we are taking and measurable objectives	3
3.2	The Board's role	4
4.	REVIEW AND PUBLICATION OF THIS POLICY AND OUR PROGRESS	4

## **1. DIVERSITY AT STEADFAST**

### **1.1 Our commitment**

This policy sets out Steadfast’s commitment to diversity and inclusion in the workplace and provides a framework to achieve Steadfast’s diversity goals. Steadfast has a Diversity, Equity & Inclusion Committee which aims to promote diversity & inclusion at Steadfast.

We aspire to create a diverse work environment in which everyone is treated fairly and with respect and where everyone feels comfortable to be their true self within the work environment. The board of directors of Steadfast (“Board”) and management believe that Steadfast’s commitment to this policy contributes to achieving Steadfast’s corporate objectives and embeds the importance and value of diversity within the culture of Steadfast.

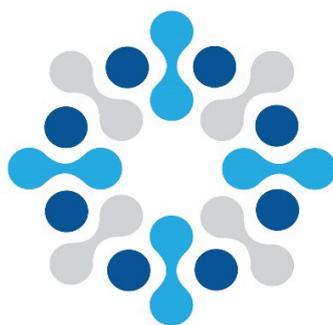
Steadfast:

- aims to provide opportunities that allow individuals to reach their full potential, irrespective of an individual’s racial or cultural background or gender.
- aims to develop and promote a workforce based on inclusion where individuals are respected, supported and provided with appropriate opportunities.
- acknowledges the corporate benefits arising from a commitment to diversity in a competitive labour market and the importance of being able to attract, retain and motivate employees from the widest pool possible.

### **1.2 Steadfast’s values and culture**

Our commitment to diversity and inclusion is supported by our values and culture:

# TOGETHER



**Team**  
**Ownership**  
**Goals**  
**Entrepreneurial**  
**Trust**  
**Humility**  
**Ethical**  
**Relationships**

**None of us is as good as all of us**

### **1.3 Who this policy applies to?**

This policy applies to all directors of the Board, as well as all other officers, employees, contractors, non-executive directors and associates of Steadfast. It is essential that you are familiar with this policy, which is available on Steadfast’s website.

**1.4 Implementation**

The Board has the role of overseeing the implementation of this policy and assessing progress in achieving its objectives. See paragraph 3.2 below.

**2. WHAT DIVERSITY MEANS TO US****2.1 Commitment to inclusion**

Steadfast is committed to inclusion at all levels of the organisation regardless of gender, age, ethnicity, religious beliefs or cultural background, language, disability, marital or family status, sexual orientation, gender identity, socio-economic background, perspective and experience.

In order to have an inclusive workplace, discrimination, harassment, vilification and victimisation cannot and will not be tolerated.

**2.2 Gender diversity**

Steadfast has a strong commitment to gender diversity and the fundamental principle that gender is not a barrier to participation in our workforce, management, senior executive and on our Board. Our leaders are committed to providing opportunities that allow women to reach their full potential.

To achieve greater gender diversity, it is important to ensure where possible that the pool of potential available talent is nurtured and developed effectively. Early identification and development of female talent is clearly of significant importance in having appropriately qualified and experienced women for consideration when positions become available.

**2.2 Board and senior executive diversity**

At Steadfast, diversity of gender and background are two important criteria we take into account in developing our succession plans and appointment processes for our Board and senior executive positions. However, other selection criteria, in particular business acumen and industry experience, are also fundamentally important. The Board will monitor our succession plans and appointment processes from a diversity viewpoint.

**2.3 Work and life balance**

Steadfast believes in assisting employees to maintain a healthy and holistic balance between work, family and other commitments, activities and interests. Steadfast has a number of policies which support these objectives. For further information, please contact the Head of People & Culture.

**2.4 Ability not disability**

When we employ and promote people, we consider ability and not disability. We aim to create an inclusive environment that supports people and removes artificial barriers from the workplace.

**3. HOW WE PROMOTE DIVERSITY****3.1 Steps we are taking and measurable objectives**

Steadfast seeks an inclusive workplace that embraces and promotes diversity as part of our corporate culture. This involves providing supportive and inclusive diversity-related workplace policies, programs and practices within our business and the operation of a Diversity, Equity & Inclusion Committee comprised of a broad representation of staff members from various divisions and geographical locations.

We endeavour to implement recruitment and selection practices at all levels (from the Board downwards) which are appropriately structured so that a diverse range of candidates are considered and guarding against any conscious or unconscious biases that might discriminate against certain candidates.

We are designing and implementing programs that will assist in the development of a broader and more diverse pool of skilled and experienced employees and that, over time, will prepare them for senior leadership positions.

We recognise that employees (regardless of gender) at all levels may have personal responsibilities and, subject to business needs, adopt flexible work practices that will assist them to meet those responsibilities.

We provide opportunities for employees on extended parental leave to maintain their connection with Steadfast through a variety of means such as inviting them to attend work functions and training programs and receive, without any obligation, all staff emails.

For further information, please contact People & Culture.

### **3.2 The Board's role**

The Board will:

- a) promote diversity as an important strategic and cultural factor to achieve business objectives across the organisation;
- b) together with senior management, review ways to promote a culture supportive of diversity;
- c) review appropriate procedures for proper implementation of this policy and a review mechanism to assess the effectiveness of the policy;
- d) obtain recommendations from management and approve measurable objectives for achieving diversity, including gender diversity across, and at various levels of our organisation; and
- e) receive a regular report from management on the progress against objectives.

## **4. REVIEW AND PUBLICATION OF THIS POLICY AND OUR PROGRESS**

This policy will be made available to all directors and employees and will be available on Steadfast's website. Key features of it are articulated in our corporate governance statement available on our website.

We will provide information in Steadfast's annual report regarding:

- our measurable objectives for achieving gender diversity and our progress towards achieving them; and

- the proportion of women employees in our organisation, in our senior executive and on our Board.

The Board will review this policy annually to check that it is operating effectively and whether any changes are required to the policy. The Board may, in its discretion, adjust or exclude a specific requirement of this policy from time to time, either generally or on a case by case basis. This policy may be amended, ceased or replaced, by resolution of the Board.

**May 2022**