

Diversity Policy

Document Description

Field Solutions Holdings Limited and all its related bodies corporate (Field Solutions, Company, or Group) are committed to workplace diversity.

The Company recognises the benefits arising from employee and Board diversity, including a broader pool of high quality employees, improving employee retention, accessing different perspectives and ideas and benefiting from all available talent.

Diversity includes, but is not limited to, gender, age, ethnicity and cultural background. To the extent practicable, the Company will address the recommendations and guidance provided in the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations.

Objectives

The Diversity Policy provides a framework for the Company to achieve:

- a) a diverse and skilled workforce, leading to continuous improvement in service delivery and achievement of corporate goals;
- b) a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;
- c) improved employment and career development opportunities for women;
- d) a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives through improved awareness of the benefits of workforce diversity and successful management of diversity; and
- e) awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity.

The Diversity Policy does not impose on the Company, its directors, officers, agents or employees any obligation to engage in, or justification for engaging in, any conduct which is illegal or contrary to any anti-discrimination or equal employment opportunity legislation or laws in any State or Territory of Australia or of any foreign Jurisdiction.

Responsibilities

THE BOARD'S COMMITMENT

The Board is committed to workplace diversity, with a focus on supporting the representation of women at the senior level of the Company and on the Board. The Board will conduct all Board appointment processes in a manner that promotes gender diversity, including establishing a structured approach for identifying a pool of candidates, using external experts where necessary.

Strategies

The Company's diversity strategies include:

- a) recruiting from a diverse pool of candidates for all positions, including senior management and the Board;
- b) reviewing succession plans to ensure an appropriate focus on diversity;
- c) identifying specific factors to take account of in recruitment and selection processes to encourage diversity;
- d) developing programs to develop a broader pool of skilled and experienced senior management and Board candidates,
- e) including, workplace development programs, mentoring programs and targeted training and development;

- f) developing a culture which takes account of domestic responsibilities of employees; and
- g) any other strategies the Board develops from time to time.

Monitoring and Evaluation

The Chairman will monitor the scope and currency of this policy.

The Company is responsible for implementing, monitoring and reporting on the Objectives.

In addition, the Board will review progress against the Objectives as a key performance indicator in its annual performance assessment.

Reporting

As provided for in the Corporate Governance Council Principles and Recommendations, the Board will include in the Corporate Governance Statement, and as appropriate in the Company Annual Report each year:

- a) progress against the Objectives; and
- b) the proportion of women employees in the whole organisation, at senior management level and at Board level.

Review

The board will review the objectives and progress of the executive team in achieving these objectives on at least an annual basis.

The board will review this policy annually to ensure it remains consistent with their objectives and responsibilities.

Adopted

ADOPTED BY THE BOARD ON 23 JUNE 2017.