



# Diversity Policy

Version: 2021.1

February 2021

## Document Control

### Purpose

This Policy sets out the beliefs and goals and strategies of the Company with respect to diversity within the Company.

Diversity within the Company means all the things that make individuals different to one another, including gender, ethnicity, religion, culture, language, sexual orientation, disability and age. It involves a commitment to equality and to the treating of one another with respect.

### Policy Information

Policy Contact:	Chief Executive Officer	Policy Owner:	Chief Executive Officer
Approver:	Board		
Approval date:	5 February 2021	Effective Date:	5 February 2021
Review period:	Annual	Next review date:	5 February 2022

### Scope

All directors, employees, and contractors of Wingara AG Ltd, Elect Performance Group Pty Ltd and Austco Polar Cold Storage Pty Ltd.

### Document History

Version	Date Approved	Author	Description
2016.1	15 February 2016	Company Secretary	Creation of policy
2021.1	5 February 2021	Company Secretary	Update of policy

### Definitions

Term	Definition
Wingara	Wingara AG Limited and its related entities
Board	The Board of Directors of Wingara.
Company	Wingara AG Limited
Constitution	The constitution of Wingara AG Limited.
Executive Team	The Chief Executive Officer and all of their direct reports.
Material	Where omissions or misstatements could influence the economic decisions of users of the information, be it individually or collectively (i.e.: greater than 10%) both internally and externally.
Wingara employee	An employee, Director or contractor of Wingara or associated entities.
Wingara Executive	A member of Wingara's executive team.
Code of Conduct	Wingara's Code of Conduct approved by the Board.

## Related documents

- Board Charter
- Conflicts of Interest Policy
- Code of Conduct

## Policy

Wingara AG Ltd believes that the promotion of diversity on boards, in senior management and within the organisation generally:

- broadens the pool for recruitment of high quality directors and employees;
- is likely to support employee retention;
- through the inclusion of different perspectives, is likely to encourage greater innovation; and
- is socially and economically responsible governance practice.

The Company will comply with the ASX Corporate Governance Council's Principles & Recommendations on Diversity.

The Board of Directors (Board) is responsible for adopting and monitoring the Company's diversity policy (Policy).

### **Selection and Appointment of directors and employees**

The Company is dedicated to promoting a corporate culture that embraces diversity. The Company believes that diversity begins with the recruitment and selection practices of its Board and its staff.

The Company employs new employees and promotes current employees on the bases of performance, ability and attitude.

### **Measurable Objectives**

The Board will establish measurable objectives for achieving gender diversity when it is appropriate to the size and nature of the Company's operations.

The Board will have the responsibility of assessing the measurable objectives for achieving gender diversity and will report in the Company's annual report, on the Company's progress in achieving them at this time.

### **Reporting compliance with measurable objectives**

In its annual report, the Company will disclose:

- the measurable objectives for achieving gender diversity set by the Board in accordance with the diversity policy; and
- the progress towards achieving them.

As a part of this disclosure, the Company will disclose in its annual report, the proportion of:

- female to male employees in the whole organisation;
- females to males in senior executive positions; and
- females to males on the Board.

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