

**Hearts and Minds
Investments Limited**

**Diversity
Policy**

ACN 628 753 220



1. INTRODUCTION

Hearts and Minds Investments Limited (**HM1**) is committed to being an inclusive workplace that values and promotes diversity.

2. DEFINITION

Diversity in the workplace encompasses the acceptance and respect of the variety of characteristics that make individuals different from each other. Diversity characteristics include, but are not limited to, gender, ethnicity, age, physical abilities, family status, sexual orientation, religion and other ideologies.

3. OBJECTIVE

The Company's objective is to promote and support diversity within its workforce, recognising that a diverse range of perspectives facilitates good decisions, business practices and ethical behaviour.

The Company promotes a culture that will not tolerate unlawful discrimination, harassment, bullying or victimisation.

4. RECRUITMENT AND PROMOTION

The Company recruits and promotes at all levels on the basis of skills, qualifications, experience and competence. A diverse range of candidates are considered when recruiting, with the final selection based on merit. The Company will consider the diversity of its current employees and Directors when seeking candidates.

5. PROGRAMS AND INITIATIVES

Company initiatives to support its diversity objective include:

- (a) promotion of a culture of diversity and removing barriers to this achievement;
- (b) ensuring the recruitment and promotion process at all levels reflects its commitment to diversity;
- (c) provide opportunities for professional development;
- (d) reward and remunerate fairly, without bias;
- (e) provide flexible work practices, recognising employees have changing domestic responsibilities through their career; and
- (f) support employees on extended parental leave to maintain their connection with the workplace and their profession.

6. RESPONSIBILITY AND MEASUREMENT OF PROGRESS

The Company's Chief Executive Officer who is responsible for the oversight of this policy as it affects employees, will report to the Board on the Company's workforce diversity in terms of gender and other diversity criteria.