



Diversity Policy

TerraCom Limited

ACN : 143 533 537

1. Background

TerraCom Limited recognises the benefits arising from employee and board diversity. A diverse workforce helps access different perspectives and ideas from a wider pool of high quality employees, improves employee retention and enables all in the company to benefit from all available talent.

Diversity at TerraCom refers to all the characteristics that make individuals different from each other including characteristics or factors such as religion, race, ethnicity, language, gender, sexual orientation, disability, age or any other area of potential difference.

2. Purpose

The TerraCom Diversity Policy objectives are to:

- Facilitate equal employment opportunities based on relative ability, performance or potential;
- Help to build a safe work environment by taking action against inappropriate workplace and business behaviour that does not value diversity including discrimination, harassment, bullying, victimisation and vilification;
- Attract and retain a skilled and diverse workforce as an employer of choice;
- Improve the quality of decision-making, productivity and teamwork;
- Meet the relevant requirements of legislation, shareholders and the Board;
- Engender a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;
- Support the participation and employment opportunities for indigenous people.

3. Monitoring, Reporting and Evaluation

The Remuneration Committee will monitor the scope and currency of this policy. The Remuneration Committee is responsible for implementing, monitoring and reporting on the measurable objectives as established by the Board.

As required, Measurable Objectives set by the Board will be included in the annual key performance indicators for the Managing Director and senior executives.

In addition, the Remuneration Committee will review progress against the objectives as a key performance indicator in its annual performance assessment.

Reporting of progress against objectives will be undertaken in the TerraCom Limited annual report.