

EVENT

HOSPITALITY & ENTERTAINMENT



DIVERSITY POLICY

The Event Hospitality & Entertainment Limited Group (“Event”) has a strong commitment to diversity and seeks to promote an inclusive culture where people are encouraged to succeed to the best of their ability. Event recognises that diversity contributes to its business success and aspires to a workforce reflective of the communities in which it operates.

Event’s commitment to diversity means that the Group continuously works to ensure an environment that is supportive of equal opportunity and equal access to career development, remuneration and benefits through the implementation of initiatives and practices, procedures and policies which support, among other matters, diversity. These include:

- Workplace Gender Equality Act (WGEA) policies and submission of annual reports to the Workplace Gender Equality Agency;
- Sexual Harassment Policy;
- Dealing with Domestic Violence at Work Policy;
- Recruitment and Selection Procedures which specify processes that are designed to attract appropriate candidates;
- Internal Grievance Procedures designed to manage conflicts in the workplace as well as issues of misconduct;
- Programs designed to prevent bullying in the workplace;
- Policies to provide flexible work practices *[which are now contained in the National Employment Standards]*;
- Internal training initiatives;
- A Code of Ethics and Business Conduct; and
- The Event Whistleblowing Policy.

Diversity is about recognising and valuing the contribution of people from different backgrounds, with different perspectives and experiences. Diversity includes but is not limited to gender, sexual orientation, age, disability, ethnicity, religion and cultural background.

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Measurable objectives

Gender diversity is integral to the Group's overall diversity strategy. Gender diversity related measurable objectives for the Group will be set and reviewed on an annual basis by the Event Nomination and Remuneration Committee.

The Event Nomination and Remuneration Committee will receive reports on the Group's diversity related initiatives and facilitate periodic reporting to the Board.

Role of the Board

The Event Nomination and Remuneration Committee will review the progress of the Group's diversity strategy on at least an annual basis including the Group's objectives for achieving gender diversity and the Group's progress in achieving those objectives. Any amendments to this policy must be approved by the Event Board.