



Australian Leisure and Entertainment Property Management Limited

DIVERSITY POLICY

Introduction

This policy outlines how the ALE Property Group Board and Remuneration and Nominations Committee will take into account the diversity criteria when identifying and assessing potential director candidates (excluding nominee director candidates) and members of the senior management team.

Where appropriate, the Board will amend Board and Committee charters to expressly incorporate the diversity criteria into Board and Committee objectives and responsibilities.

Diversity enables ALE Property Group to attract the widest possible pool of available talent in the market.

Purpose

This policy sets out the beliefs of ALE Property Group with respect to diversity within the organisation. ALE Property Group values are:

- Honesty
- Transparency
- Integrity
- Respect
- Responsibility

Diversity involves a commitment to equality and treating of one another with respect.

ALE Property Group is committed to inclusion at all level of the organisation regardless of gender, martial or family status, sexual orientation, gender identity, intersex status, age, disabilities, ethnicity, religious beliefs, cultural background, socio-economic background, perspective and experience.

In addition, ALE Property Group does not tolerate unlawful discrimination, harassment, vilification and victimisation in the workplace.

Programs and Initiatives to Increase Diversity

Given the nature, scale and size of ALE Property Group the following initiatives have been implemented to assist in improving diversity within the organisation:

- i) Prior to the appointment of any new director or senior employee, an Executive Research firm and/or Recruitment Agency, where appropriate, will be engaged and requested to provide at least 50% of its candidates as female for the Board/Committee to consider; and
- ii) Have at least one female external director on the Remuneration and Nomination Committee.

Measurable Objectives

As ALE Property Group is a small organisation, it is difficult to set measurable objectives for achieving gender diversity, and ALE Property Group does not propose to do so.

For every new director, excluding nominee director candidates, and senior employee role being filled by ALE Property Group, the Board/Committee will consider the appointment of a female candidate.

Reporting Compliance with Measurable Objectives

As ALE Property Group is a small organisation, it will not be setting benchmarks for achieving gender diversity, and will not be reporting against its progress to achieve any measurable objective.

ALE will disclose in its annual report the number and/or proportion of:

- i) Women in the whole organisation,
- ii) Women in senior executive positions; and
- iii) Women on the Board

ALE Property Group will also disclose in its annual report, the reasons for not complying with all of the ASX Corporate Governance Council's recommendations on diversity.

This policy will be reviewed on an annual basis.

Date of Last Review

August 2021