



Diversity policy

National Tyre & Wheel Limited
ACN 095 843 020

1. Introduction

- 1.1 National Tyre & Wheel Limited ACN 095 843 020 (**Company or National Tyre & Wheel**) has adopted this diversity policy (**Policy**) to demonstrate its commitment to promoting a culture where diversity and inclusion is embraced and recognises the organisational capability and business performance that can be achieved through a diverse workplace. National Tyre & Wheel is committed to providing an environment in which employees have equal access to opportunities available at work, are not judged by reference to unlawful or irrelevant attributes and have a genuine feeling of belonging.
- 1.2 This Policy applies to all executive and non-executive directors, officers, employees, contractors and consultants of the Company and its controlled entities (collectively, **Employees**). The Company's executive team, management, and senior staff at all levels are responsible for ensuring those reporting to them are made aware of, and understand, this Policy.
- 1.3 The philosophy and principles outlined in this Policy applies across the business, is the responsibility of all Employees and must be adhered to by all parties acting for, or on behalf of, any part of National Tyre & Wheel.

2. Diversity and inclusion

- 2.1 **Diversity** refers to all the characteristics that make individuals different from each other, including gender, religion, race, ethnicity, language, disability, age, education, sexual orientation, marital status, psychological capabilities, experience, and any other ground for potential unlawful discrimination.
- 2.2 **Inclusion** is the adjustment of workplace practices and behaviours to respond to people in order to ensure that individual needs are met and they feel included, engaged and connected within workplace activities. It involves both the action of including people in opportunities and also the outcomes of individuals feeling a sense of belonging.

3. Policy

- 3.1 Employees have accountability for ensuring the successful promotion and valuing of all aspects of diversity and inclusion and appropriate behaviour in the workplace with the appropriate structures, policies and procedures being in place to achieve this outcome.
- 3.2 Diversity and inclusion applies to all people practices, including but not limited to, recruitment, remuneration, performance management, promotions, talent identification, succession planning, training and development, terminations and every other aspect of employment.
- 3.3 Successful recruitment and selection is a fundamental part of the business and candidate diversity allows for different strengths and contributions to be brought to the Company. It is critical that discriminatory practices and unconscious bias are avoided. These same principles are applied when considering new Directors for appointment to the Company's Board of Directors (**Board**) to ensure a balance of skills and background in candidate selection.
- 3.4 Decisions made regarding all aspects of employment will be made in a transparent, equitable and procedurally fair manner.

4. Responsibility

- 4.1 The Board has responsibility for this Policy, including its regular (at least annually) review and the monitoring of its effectiveness.
- 4.2 As part of the review of the Policy, the Board will:
- (a) annually set and review objectives in relation to gender diversity (**Objectives**) and, where appropriate, other aspects of diversity including in respect of women in leadership, age diversity and cultural diversity;
 - (b) assess progress in achieving the Objectives;
 - (c) disclose these Objectives, progress towards achieving the Objectives and the respective proportions of men and women on the Board, in senior executive positions and across the whole workforce in National Tyre & Wheel's annual report; and
 - (d) meet the Company's reporting obligations under the *Workplace Gender Equality Act 2012 (Cth)*.

5. How to raise a concern

- 5.1 National Tyre & Wheel is committed to taking appropriate action where a complaint is raised and an investigation may follow in line. Any substantiated breach of the Policy will be dealt with seriously and may result in disciplinary action. Discrimination, harassment, vilification and victimisation will not be tolerated at National Tyre & Wheel.
- 5.2 If an Employee is not, for any reason, comfortable speaking directly to their manager and/or the Company Secretary, the Company has a Whistleblower Policy (available at <https://www.ntaw.com.au/investors/corporate-governance/>) which affords certain protections against reprisal, harassment or demotion for making the report.

6. Approval and review of Policy

- 6.1 This Policy was approved by the Board on 30 March 2021.
- 6.2 The Board will review this Policy periodically to ensure that it is operating effectively. This Policy may be amended by resolution of the Board.

7. Questions

- 7.1 For questions about the operation of this Policy or its application in any particular situation, please contact the Group People & Culture Officer at JackieB@ntaw.com.au.