

AMCOM TELECOMMUNICATIONS LIMITED

DIVERSITY POLICY

Effective 9 August 2011

1 Purpose

- 1.1 Amcom Telecommunications Limited and its controlled entities (Amcom or the Company) is committed to providing a diverse work environment in which everyone is treated fairly and with respect.
- 1.2 This policy sets out the beliefs of Amcom with respect to diversity and the processes through which the Company will promote diversity across its operations.
- 1.3 This policy applies to all directors and employees of Amcom.
- 1.4 For the purpose of this policy, diversity refers to all the characteristics that make individuals different from each other. It includes characteristics or factors such as religion, race, ethnicity, language, cultural background, gender, sexual orientation, disability, age or any other area of potential difference.
- 1.5 Amcom believes that the promotion of diversity within the organisation generally:
 - (a) broadens the pool for recruitment of high quality employees;
 - (b) is likely to support employee retention;
 - (c) through the inclusion of different perspectives, is likely to encourage greater innovation; and
 - (d) is a socially and economically responsible governance practice.
- 1.6 Diversity will be promoted by creating a culture that empowers people to act in accordance with this policy, through appropriate recruitment practices, training of employees, and mentoring programs.

2 Programs and Initiatives Introduced to Increase Diversity

- 2.1 To assist with improving diversity within the organisation, Amcom will develop and introduce programs and initiatives. In the case of gender diversity, such initiatives may include:
 - (a) review and development of existing policies and guidelines;
 - (b) mentoring programs;
 - (c) professional development programs; and
 - (d) networking opportunities.

3 Measureable Objectives

- 3.1 The Board will establish measurable objectives for achieving gender diversity and will review these objectives annually.

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- 3.2 The Remuneration & Nomination Committee will have the responsibility of assessing and reporting to the Board progress towards achieving the measurable objectives on an annual basis.

4 Reporting Compliance with Measurable Objectives

- 4.1 The Annual Report will disclose:

- (a) the measurable objectives for achieving gender diversity set by the Board in accordance with the diversity policy;
- (b) the progress towards achieving them; and
- (c) the proportion of:
 - (i) women employees in the whole organisation;
 - (ii) women in senior executive positions; and
 - (iii) women on the Board.

- 4.2 The Annual Report will disclose a summary of the compliance with any other diversity objectives as required.

- 4.3 The Company will also disclose the measurable objectives in a document accompanying the Diversity Policy in the corporate governance section of the Company's website. This is attached at Appendix 1.

5 Review of Policy

This policy shall be reviewed by Amcom on a regular basis and will be amended from time to time as necessary.

Schedule of Measurable Objectives

	Objective
1	Establish a Diversity Committee
2	Appoint a member of the executive management group responsible for diversity
3	Ensure recruitment policies and procedures reflect Amcom's position on diversity
4	Diversity Committee to provide a semi annual report to the Remuneration & Nomination Committee on diversity matters
5	Establish programs which aim to encourage female participation in the workforce
6	Implement regular diversity education and training for all employees and periodically conduct awareness sessions on issues related to equal opportunities in the workplace