

Diversity Charter



Butn Limited
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1. Diversity Charter

This Diversity Charter sets out the Company's approach to diversity, including the key principles and measurable objectives used to support the achievement of diversity across the Company's workforce.

The Company recognises diversity occurs in many forms including but not limited to gender, age, ethnicity and cultural background.

The Company aspires to promote a workplace environment that attracts, retains and supports a diverse range of talent.

The Company takes a zero-tolerance approach to all forms of discrimination, harassment, vilification and victimisation and further commits that its policies, culture and environment will be cast to ensure a properly functioning and diverse workplace.

1.1 Key principles

The following principles underpin the Company's approach to diversity, while acknowledging that:

- (a) fostering a culture that is supportive of diversity at all levels within the Company enhances the recruitment, development and retention of a talented and motivated workforce;
- (b) a necessary aspect of achieving diversity includes removing barriers to diversity such as "groupthink" or other cognitive biases from decision making;
- (c) good corporate practice requires transparent measurable objectives that are fit for purpose;
- (d) steps taken to support the Company's diversity objectives must be consistent with the established approach to performance and reward; and
- (e) employees at all levels may have domestic responsibilities and that, where possible within the Company, adopting reasonable flexible work practices assists them to meet those responsibilities.

1.2 Measurable objectives

The Board is required to establish measurable objectives for achieving gender diversity and may choose to establish such objectives in relation to other aspects of diversity.

The Board will annually review these measurable objectives.

1.3 Disclosure requirements

The Company will include in the "Corporate Governance" section in the annual report and / or on its website including photographs and biographical information for each of its directors and senior executives.

Each year, in the "Corporate Governance" section in the annual report and / or on the Company's website, the Company will disclose the measurable objectives for achieving diversity in accordance with this Diversity Charter and any progress

towards achieving them. In particular, the Company will disclose the proportion of women employees in its workforce, in senior management (including how the Company has defined senior management for this purpose) and on the Board.

The Company will post a summary of this Diversity Charter on its website.

1.4 Review

This Diversity Charter will be periodically reviewed to ensure it continues to operate effectively and will be amended as required from time to time.