

DIVERSITY AND INCLUSION POLICY

Adopted: 14 April 2011

Last reviewed: 27 July 2017, 14 November 2018

1. Introduction

Abacus Property Group (ASX:ABP) (**Abacus**) is committed to workplace diversity and inclusion. Abacus recognises the benefits of creating an inclusive environment and encouraging employee and board diversity. Inclusion and Diversity at Abacus is about our commitment to ensuring collective perspectives are valued and achieved with the objective of enhancing informed judgement and high-quality decision making.

Diversity includes, but is not limited to, gender, age, ethnicity, sexual orientation, religious and cultural background. Diversity and inclusion at Abacus is about the commitment to egalitarianism and the treating of all individuals with respect.

To the extent practicable, Abacus will address the recommendations and guidance provided in the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (ASX Principles).

2. Objectives

The Diversity and Inclusion Policy provides a framework (**Objectives**) for Abacus to achieve:

- a diverse and skilled workforce, leading to continuous improvement in service delivery and achievement of corporate goals;
- a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;
- a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives through improved awareness of the benefits of workforce diversity and successful management of diversity; and
- awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity.

The Diversity and Inclusion Policy does not impose on Abacus, its directors, officers or employees any obligation to engage in, or provide justification for engaging in, any conduct which is illegal or contrary to any anti-discrimination or equal employment opportunity legislation.

3. Responsibilities

The Board's commitment

The Abacus Board is committed to workplace diversity and inclusion, with a particular focus on supporting the representation of women at a senior level of the Group and on the Abacus Board.



The Nomination and Remuneration Committee is responsible for developing measurable objectives and strategies to meet the Objectives of the Diversity and Inclusion Policy (**Measurable Objectives**) and monitoring the progress of the Measurable Objectives through the monitoring, evaluation and reporting mechanisms listed below.

The Nomination and Remuneration Committee will conduct all Board appointment processes in a manner that promotes gender diversity, including establishing a structured approach for identifying a pool of candidates.

Strategies

Abacus' diversity and inclusion strategies include:

- Recruiting from a diverse pool of candidates for all positions, including senior management and the Board. Abacus recruits based on merit, ensuring that the most appropriately qualified and experienced person is employed for each role. Abacus does not tolerate discriminatory behaviour in our recruitment or people management processes.
- Reviewing succession plans to ensure an appropriate focus on diversity.
- Identifying specific factors to take account of in recruitment and selection processes to encourage diversity.
- Developing programs to develop a broader pool of skilled and experienced senior management and board candidates, including, workplace development programs, mentoring programs and targeted training and development.
- Developing a culture which takes account of domestic responsibilities of employees.
- Any other strategies the Nomination and Remuneration Committee develops from time to time.

4. Monitoring and evaluation

Measurable Objectives set by the Nomination and Remuneration Committee will be included in the annual key performance indicators for the Managing Director and senior executives.

In addition, the Board will review progress against the Objectives as a key performance indicator in its annual performance assessment.

5. Reporting

The Nomination and Remuneration and Committee will report to the Board on progress against the Measurable Objectives on an annual basis.

The Board will include in the Annual Report each year:

- Measurable Objectives, if any, set by the Board;
- progress against the Objectives; and
- the proportion of women employees in the whole organisation, at senior management level and at Board level.