



## Diversity Policy

BikeExchange Limited  
ABN 24 625 305 240

*Adopted on 9th February, 2021*

Prepared by  
Automic Legal Pty Ltd  
ACN 147 418 942

*Liability limited by a scheme  
approved under Professional  
Standards Legislation*

# Diversity Policy

## 1 Introduction

BikeExchange Limited (**Company**) and its subsidiaries (**Group**) recognises the value inherent in a diverse workforce and is committed to the maintenance and promotion of workplace diversity. The Company values and respects the unique contributions of people with diverse backgrounds, experiences and perspectives.

This policy has been developed to align with, and is underpinned by the Group's values, which are set out in the Company's Code of Conduct.

## 2 Objectives

The Group is committed to:

- (a) promoting a workplace that recognises and embraces the skills, characteristics, perspectives and experiences that people bring to the Company regardless of their age, gender, ethnicity, cultural background, religious beliefs, disability, gender identity, marital or family status, socio-economic background and sexual orientation;
- (b) fostering an environment in which discrimination, harassment, vilification and victimisation will not be tolerated.
- (c) adopting flexible work practices that will assist team members to meeting changing domestic responsibilities throughout their careers; and
- (d) adhering to its gender reporting requirements and reviewing its processes to ensure it eliminates any overt or cover factors contributing to discriminatory outcomes in candidate selection and internal promotions.

## 3 Strategies

This policy provides a framework for new and existing diversity related initiatives and policies within our business. The strategies outlined below aim to achieve the objectives of this policy by:

- (a) setting measurable objectives relating to diversity (including gender diversity) at all senior executive roles and leadership levels;
- (b) broadening the field of potential candidates for senior executives and board appointments; and
- (c) embedding the extent to which the Board has achieved the objectives of this policy in the evaluation criteria for the annual Board performance review.

## 4 Measures and Accountabilities

### 4.1 Measurable objectives

Each year the Nomination Committee or the Board will set measurable objectives for achieving positive diversity outcomes. These can include:

- (a) setting specific numerical targets for diversity in the composition of the board, senior executive roles and the workforce generally within a specified timeframe; or
- (b) setting specific numerical targets for diversity in key operational roles within a specified timeframe.

Diversity will incorporate a number of factors, including but not limited to age, gender, ethnicity, cultural background, religious beliefs, disability, gender identity, marital or family status, socio-economic background and sexual orientation.

### 4.2 Annual review

Performance against these objectives will be reviewed annually by the Board, in consultation with the Remuneration and Nominations Committee, as part of its annual review of the effectiveness of this policy.

The Board will consider the extent to which the achievement of these measurable objectives should be tied to key performance indicators for the Board, the CEO and other senior executives.

### 4.3 Disclosure in annual report

The Company will disclose in the Company's annual report each year:

- (a) the measurable objectives for achieving diversity set by the Board in accordance with this policy and its progress towards achieving them;
- (b) the respective proportions of men and women on the Board, in senior executive roles and across the Company; and
- (c) details of the measurable objectives set under this policy for the subsequent financial year.

## 5 Recruitment, Selection and Succession Planning

### 5.1 Recruitment, selection and promotion

The Company will ensure that the recruitment, selection and promotion processes at all the levels in the Company, including at the Board level, are designed so that a diverse range of candidates are considered. The Company will ensure that:

- (a) recruitment and selection is based on merit;
- (b) the Company complies at all times with equal opportunity and anti-discrimination requirements;
- (c) the Company encourages management involved in recruitment to consider workplace diversity when making selection decisions;

- (d) the Company make its recruitment process accessible to a diverse range of candidates by advertising positions broadly and by using professional recruitment agencies where required; and
- (e) the Company considers programs and initiatives that assist in the development of a broader pool of skilled and experienced employees which, over time, will prepare them for senior executive and Board positions.

## 6 Succession Planning

The Remuneration and Nominations Committee will advise the Board on the development and succession planning process for the CEO and other senior executive roles. In discharging this responsibility, the Remuneration and the Nominations Committee and the Board will have regard to diversity criteria.

## 7 Board Appointment Process

The Board, together with the Remuneration and the Nominations Committee will ensure selection and appointment of new directors is transparent and considers all facets of diversity to avoid “groupthink” or other cognitive biases in decision making. The Board, together with the Remuneration and the Nominations Committee will have regard to the following in the Board appointment process:

- (a) the skills, expertise and background that add to and complement the range of skills, expertise and background of the existing Directors;
- (b) diversity; and
- (c) the extent to which the candidate would fill a present need on the Board.

## 8 Review of Policy

The policy will be reviewed regularly periodically and updated as required to ensure it remains consistent with current law and practice. The latest version of this policy can be found on the Company’s website or obtained from the Company Secretary.

## 9 Material Revisions

Version	Approval Date	Effective Date	Details
1.0	09/02/2021	09/02/2021	Policy approved by the board.