



Inabox Group Limited

Diversity Policy



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1 INTRODUCTION

This is the IAB Group's diversity policy (**Diversity Policy** or **Policy**).

A reference in this Policy to:

- (a) **Board** means the board of directors of IAB;
- (b) **IAB** means Inabox Group Limited; and
- (c) **IAB Group** means IAB and any subsidiaries of IAB from time to time.

IAB acknowledges the importance of diversity in its organisation. IAB is committed to promoting diversity – particularly with respect to gender within its organisation.

The aims of this Diversity Policy are:

- (d) to articulate IAB's commitment to diversity within its organisation at all levels (including employee level, senior executive level and board level); and
- (e) to establish objectives and procedures which are designed to foster and promote diversity at IAB. This includes placing obligations on IAB and its Board to set objectives, measure against those objectives and disclose progress at appropriate intervals.

This Diversity Policy has been developed in accordance with the ASX Corporate Governance Principles and Recommendations.

2 BOARD OBLIGATIONS

2.1 Overview of obligations

Under this Policy, the Board will:

- (a) establish measurable objectives for achieving gender diversity (**Diversity Objectives**), having regard to the principles for setting the Diversity Objectives (outlined below in clause 2.2);
- (b) annually review the Diversity Objectives;
- (c) annually review the company's progress towards achieving the Diversity Objectives; and
- (d) consider the mix of skills and diversity it wants to be represented on the Board.

2.2 Principles for setting the Diversity Objectives

In order to set meaningful Diversity Objectives, the Board will consider its current ratios and will identify areas for improvement.

The Board may consider a wide range of types of objectives including:

- (a) setting diversity targets to increase representation and participation within certain roles (eg senior executive) or salary bands;
- (b) linking diversity targets to Board/CEO/senior executive KPIs;
- (c) implementing structural measures, having a senior employee responsible for diversity and setting up review mechanisms to track progress against Diversity Objectives, and other reportable data, on a regular basis; and
- (d) investing in appropriate programs aimed at providing opportunities to women (such as executive coaching/mentoring programs).

3 COMPANY OBLIGATIONS

3.1 Operational/structural obligations

Under this Policy, IAB will measure, on at least an annual basis:

- (a) its progress in achieving the Diversity Objectives; and
- (b) the proportion of women:
 - (i) employed in the whole organisation;
 - (ii) employed in senior executive positions; and
 - (iii) on the Board.

3.2 Disclosure obligations

Under this Policy, IAB will annually disclose in its annual report:

- (a) the Diversity Objectives set by the Board;
- (b) the progress by IAB in achieving the Diversity Objectives;
- (c) the proportion of women:
 - (i) employed in the whole organisation;
 - (ii) employed in senior executive positions; and
 - (iii) on the Board;
- (d) the Board's statement about the mix of skills and diversity it wants to achieve in the Board's membership; and
- (e) if applicable, the extent to which IAB has departed from its obligations under the ASX diversity principles.

4 COMPLIANCE WITH LEGISLATION

IAB recognises it may have, or may have in future, obligations under legislation in relation to gender equality (including reporting obligations and obligations to develop programs for gender equality).

IAB will continue to comply with those obligations and to the extent necessary, may amend this Policy to ensure it complies with those obligations.

5 DISCLOSURE OF THIS POLICY

This Policy, or a summary of it, will be published on IAB's website.

6 ADOPTION OF POLICY

This Policy was adopted by the Board on 10 May 2013.