

Diversity Policy



Pro-Pac Packaging Limited
ABN: 36112971874

DIVERSITY POLICY

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Diversity Policy

Purpose and Scope

It is the policy of Pro-Pac Packaging Limited and its related entities which form the Pro-Pac Group (“PPG”) to provide an environment, which supports and respects diversity. PPG recognises that accepting and utilising a diverse workplace with diverse skills and talents of its employees and board members is vital to its continued success and competitive advantage.

To the extent practicable, PPG will address and adopt the recommendations and guidance contained in the ASX Corporate Governance Council’s Corporate Governance Principles and Recommendations (ASX Guidelines) including the commitment to support the representation of women at the senior management and board level at PPG.

Consistent with PPG’s corporate values PPG aims to foster an environment where diversity is supported and individuals have equal access to opportunities available at work. For the purposes of this policy diversity includes, but is not limited to, gender, age, ethnicity, sexual preference, disability and cultural background.

PPG acknowledges that diversity management reflects the community in which PPG operates and benefits individuals, teams, our company as a whole, our shareholders and our customers. We recognise that each employee brings their own unique capabilities, experience, skill and talent to their work. It reinforces the PPG culture of creating a constructive workplace where people are free to be themselves with the result that the company is more effective. We value such diversity in all levels of PPG.

Applicability

This policy applies to all employees and board members of PPG Limited and all PPG related entities.

Diversity

The purpose of PPG’s diversity policy is to introduce initiatives with the aim of ensuring all people have the same opportunities to pursue a meaningful and rewarding career at PPG. PPG aims to achieve this objective by:

- maintaining and promoting company values to act with fairness and respect;
- promoting a constructive workplace culture which emphasises inclusiveness free from discrimination;
- complying with applicable equal employment opportunity laws;
- enhancing awareness in all PPG employees of their responsibilities with regards to fairness, respect and equal opportunity;
- identifying any barriers to achieving diversity objectives;
- educating PPG managers in PPG’s commitment to a diverse corporate culture;

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- undertaking diversity surveys from time to time;
- recognising that employees at all levels of the company may have domestic responsibilities and striving to be a family-friendly company with a parental leave scheme that aims to support families during periods of parental leave;
- maintaining open communication with employees while on parental leave;
- exploring the introduction of a mentoring program to promote talent development and career advancement;
- identification of programs that aim to assist in the development of a broader pool of skilled and experienced employee and board candidates.

Recruitment

PPG's diversity policy applies equally to all PPG recruitment activities, both internally and externally. We are committed to employing the best people to do the job.

Employees involved in the recruitment process must be familiar with this policy and its proper implementation.

The selection process for employment and board positions shall be based on a job description that relates to the particular experience, knowledge and skills needed for the effective performance of the position or role. Wherever possible, interview panels for senior management and board positions shall comprise both female and male interviewers, and short listed candidates for such roles shall be both male and female.

Career Development and Promotion

The selection criteria for promotion and other career development opportunities within PPG will consider PPG's commitment to diversity and the relevant qualifications, experience and requirements needed for the safe and effective performance of the job.

PPG will use reasonable endeavours to provide training in equal employment opportunity and managing diversity to nominated Managers to ensure that all employees are treated fairly and evaluated objectively.

Board

The PPG Board has an overarching responsibility to establish measurable objectives for achieving gender diversity.

The measurable objectives should identify ways in which the achievement of diversity (including gender diversity) is measured, for example, the proportion of women employed by PPG in senior executive positions and on the Board. The measurable objectives are published in the Company's Corporate Governance Statement each year.

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The Board and/ or the Remuneration and Nomination Committee will assess progress against the measurable objectives on an annual basis and any new initiatives aimed at promoting and supporting diversity.

Review

PPG maintains and regularly reviews its diversity policy. This involves examining personnel policies, statistics and setting forward objectives to ensure we maintain our commitment to diversity.

The Remuneration and Nomination Committee of the Board shall conduct an annual review on the effectiveness of this diversity policy.

This Policy can only be amended with the approval of the Board and/ or the Remuneration and Nomination Committee. Any amendments to this Policy shall be affected by the posting of an updated version of the document on PPG's website at www.ppgaust.com.au.