

DIVERSITY POLICY

INTRODUCTION

Solco Limited (“The Company”) is committed to providing an inclusive workplace and organisation culture that embraces diversity and provides support for equal opportunity programs and multicultural awareness and representation.

The Company’s purpose in establishing this Diversity Policy is to document the principles, commitment and measurable objectives in relation to diversity upon which the Company forms and implements its recruitment and retention strategies for Board, management and workforce roles.

The Company has established this Diversity Policy in accordance with the ASX Corporate Governance Principles and Recommendations.

SCOPE

This Policy applies to all recruitment and retention activity of the Company.

PRINCIPLES

The Company recognises the important contribution that people of diverse backgrounds, experience, age and cultural association make to the Company.

Through this Policy the Board has established its commitment to and measurable objectives for achieving diversity.

The Board will annually assess the objectives and performance of the Company against the measurable objectives of this Policy.

COMMITMENT

In adopting this Policy the Company is committing to:

1. maximise the opportunities for people from diverse cultural and social backgrounds, with a range of life experiences, to participate in the Company’s growth at all levels of the business,
2. formally adopt and endorse as policy of the Company a commitment to the Principles,
3. monitor and measure the performance of the Company in achieving the measurable objectives of this Policy.

MEASURABLE OBJECTIVES

The measurable objectives that underpin the Company's commitment to increasing diversity of participation in the Company are focused on:

1. the adoption, publication and promotion of this Policy by the Company,
2. structuring recruitment and selection processes to recognise the value that diversity brings to the Company in recruiting the best candidate for each role,
3. providing relevant and challenging professional development and training opportunities to employees,
4. providing flexible work and salary arrangements to accommodate family commitments, external study, cultural traditions and other personal choices of employees,
5. having a clear and transparent governance process around reward and recognition.

IMPLEMENTATION AND COMMUNICATION

The Board of Directors are responsible for the implementation and review of this Policy and monitoring performance against the measurable objectives of this Policy. Reporting and accountability in the terms of this Policy will be a periodic item on the Board Agenda.

External communication in relation to this Policy will primarily be undertaken through the Company's annual report.

This Policy will be published on the Company's external website under Corporate Governance.

REVIEW

This Policy is reviewed at least annually for the purposes of reviewing the appropriateness of measurable objectives under this Policy and general relevance and accuracy.

OVERRIDING CAVEAT

Nothing in this Policy shall be taken, interpreted or construed so as to endorse:

- (a) the principal criteria for selection and promotion of people to work within the Company being other than their overall relative prospect of adding value to the Company and enhancing the probability of achievement of the Company's objectives;
- (b) any discriminatory behavior by or within the Company contrary to the law, or any applicable codes of conduct or behaviour for the Company and its Personnel;
- (c) any existing person within the Company in any way feeling threatened or prejudiced by this Policy in their career development or otherwise, merely because their Diversity attributes at any time may be more, rather than less, common with others.