

# Diversity Policy

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3P Learning Limited

ABN 50 103 827 836

Adopted 26 May, 2016

Effective 31 May, 2016

# Diversity Policy

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## 1. Introduction

This policy:

- a) supports the commitment of 3P Learning Limited (**3P Learning**) to an inclusive workplace that embraces and promotes diversity; and
  - b) provides a framework for new and existing diversity-related initiatives, strategies and programs within the business of 3P Learning and its controlled entities (**the 3P Learning Group**).
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## 2. Benefits of diversity

- 2.1 Workplace diversity refers to the variety of differences between people in an organisation. Diversity encompasses gender, race, ethnicity, age, disability, cultural background and more.
  - 2.2 3P Learning believes that embracing diversity in our workforce contributes to the achievement of our corporate objectives and enhances our reputation. It enables the 3P Learning Group to:
    - a) recruit and promote the right people from a diverse pool of talented candidates;
    - b) make more informed and innovative decisions, drawing on the wide range of ideas, experiences, approaches and perspectives that employees from diverse backgrounds, and with differing skill sets, bring to their roles;
    - c) better represent the diversity of all our stakeholders; and
    - d) more effectively support children and their learning.
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## 3. Commitment to diversity

- 3.1 The 3P Learning Group is committed to achieving the goals of:
    - a) providing access to equal opportunities at work based on merit; and
    - b) fostering a corporate culture that embraces and values diversity.
  - 3.2 3P Learning is an equal opportunity employer and welcomes people from a diverse set of backgrounds.
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## 4. Objectives for achieving gender diversity

- 4.1 For the financial year starting 1 July 2016 and subsequent financial years, the Board will:
    - a) establish measurable objectives for achieving gender diversity; and
    - b) review and assess, at least annually, both the measurable objectives for achieving gender diversity and 3P Learning's progress in achieving them.
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4.2 The Board will disclose in the Annual Report for each relevant financial year both its objectives for achieving gender diversity and its progress in achieving those objectives. To assist the Board to fulfil its responsibilities, the Nominations and Remuneration Committee will:

- a) oversee a review of the relative proportions of men and women across the whole of the Group's organisation, in senior executive positions and on the Board, respectively;
- b) report to the Board on the findings of this review and its recommendations for the objectives to be set by the Board for achieving gender diversity, having regard to any gaps identified in the review; and
- c) report to the Board, at least annually, on 3P Learning's progress in achieving the objectives set by the Board for achieving gender diversity.

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## 5. Support for gender diversity

Currently, there are several different policies, programs and initiatives operating across the 3P Learning Group, which recognise and support gender diversity. These may be summarised as follows:

- (a) **Policies:** 3P Learning has formal policies regarding unlawful discrimination and raising and escalating grievances and these policies are available to employees via the Employee Handbook.
- (b) **Flexible work practices:** 3P Learning is a strong advocate of flexible work practices where this is possible given the operational requirements of the business. At any given time, the 3P Learning Group has a number of staff working on a part-time basis following return to work from parental leave and 3P Learning continues to support this policy. In addition, 3P Learning is flexible in its response to requests for flexibility in working hours and extended leave without pay to assist employees to manage work and family responsibilities.
- (c) **Parental leave programs:** The 3P Learning Group provides paid parental leave for eligible employees. All paid parental leave is in addition to statutory requirements and is available also in the case of adoption.
- (d) **Other policies and HR support channels:** The 3P Learning Group has policies to assist in performance-based progression and reward. There are also policies and support provided to assist employees to manage their work and family or community responsibilities.

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## 6. Board composition

- 4.1 3P Learning's Board Charter is framed to provide for the board of directors of 3P Learning (**Board**) to be of a size and composition that is conducive to making decisions expediently, with the benefit of a variety of perspectives and skills, and in the best interest of 3P Learning as a whole rather than of individual shareholders or stakeholders.
- 4.2 The Board has established a Nominations and Remuneration Committee, which is responsible for making recommendations to the Board relating to the appointment and retirement of Directors. The Nominations and Remuneration Committee's full

responsibilities are set out in its Charter (which is available on 3P Learning's website, [www.3plearning.com](http://www.3plearning.com)). They include, relevantly:

- a) assessing the necessary and desirable competencies of Directors;
- b) ensuring the Directors have the appropriate mix of competencies to enable the Board to discharge its responsibilities effectively;
- c) developing Board succession plans to ensure an appropriate balance of skills, experience and expertise is maintained; and
- d) considering the term served by Non-Executive Directors to ensure that, over time, new Directors are appointed to challenge existing approaches and to incorporate new ideas and energy.

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## **7. Roles and responsibilities**

Every employee within the 3P Learning Group is responsible for supporting and maintaining the corporate culture of the 3P Learning Group, including its commitment to diversity in the workplace.

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## **8. Review and changes to this policy**

The Board will review this policy as often as it considers necessary to ensure the policy complies with any applicable legal requirements and remains relevant and effective.

This policy is not intended to be contractual in nature.

The Board may change this policy from time to time by resolution.

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## **9. Questions**

Any questions about this policy should be directed to the General Counsel.