

Diversity Policy

WPP AUNZ Limited ACN 001 657 370 (**Company**)

Diversity Policy

1. Introduction

The Board of WPP AUNZ Limited ACN 001 657 370 (**Company**) is committed to promoting a corporate culture of diversity across the Company and its controlled entities (**Group**).

2. Benefits of diversity

- 2.1 Workplace diversity refers to the variety of differences between people in an organisation. Diversity encompasses race, gender, ethnicity, age, marital or family status, religious or cultural background, disability, sexual orientation and gender identity.
- 2.2 The Group believes that diversity in its workforce is a key element to its success. Employees from diverse backgrounds with differing skill sets bring individual talents and experiences to their respective roles within the Group and enable the Group to:
 - (a) make better decisions by having the benefit of a larger pool of ideas and experiences to draw from;
 - (b) better communicate with its customers; and
 - (c) provide a broader range of services to its customers.

3. Commitment to diversity and family

- 3.1 The Group is committed to the goals of equal opportunity and fostering a corporate culture that embraces and values diversity. The Group believes its people are its most valuable resource. Our staff are a fundamental element of the business, with whom the Company has built a strong reputation and has laid the foundation for its past, current and future growth.
- 3.2 We are an equal opportunity employer and welcome people from a diverse set of backgrounds.
- 3.3 We recognise that employees (both males and females) at all levels have domestic responsibilities. The Group is committed to flexible working practices that enable employees to manage their family responsibilities and their work commitments.

4. Board selection

- 4.1 The Company's Board Charter provides that the board of directors of the Company (**Board**) should comprise directors with an appropriate range of skills, experience, expertise and diversity.
- 4.2 The Board has established a Remuneration and Nominations Committee, which is responsible for ensuring that these objectives are met. The Remuneration and Nominations Committee Charter provides a list of criteria against which candidates for membership of a board will be assessed.
- 4.3 As part of that process, the Remuneration and Nominations Committee must also have regard to the composition of the Board as a whole, and the extent to which each candidate would add to the pool of skills and experience available to the Board.

5. Objectives for achieving diversity

- 5.1 The Board is responsible for:
 - (a) establishing measurable objectives for achieving gender diversity; and
 - (b) assessing annually both the measurable objectives for achieving gender diversity and the progress in achieving them.

- 5.2 The Board will disclose in each Annual Report both its objectives for achieving gender diversity and its progress in achieving those objectives.

6. Roles and responsibilities

- 6.1 Every employee within the Group is responsible for supporting and maintaining the Company's corporate culture, including its commitment to diversity in the workplace. Discrimination, harassment, vilification and victimisation cannot and will not be tolerated.
- 6.2 In particular, managers have responsibility for the maintenance and promotion of an equal opportunity workplace. Recruitment at all levels should be structured to attract and consider a diverse range of candidates and be free of biases that might discriminate against certain candidates.

7. Review and changes to this charter

- 7.1 This Diversity Policy will be reviewed periodically to ensure it continues to comply with the law and remains relevant and effective.
- 7.2 The Board may change this policy by resolution.

8. Approved and adopted

This Diversity Policy was approved and adopted by the Board on 27 April 2017.



Robert Mactier – Chairman



