

Document Name: DIVERSITY POLICY	Document No. 1037-CORP1v3
Authorised by: Rebecca Wilson, on behalf of the LBT Board	Page 2 of 3

1. Purpose

The purpose of this document is to set out the Group's policy in respect of Diversity on the LBT Board and within the Group generally.

2. Target Users

This policy applies to all key management persons and employees of the Group.

3. Definitions

Diversity

Diversity includes, but is not limited to, gender, age, ethnicity and cultural background.

4. Policy Statement

The Group recognises that the promotion of Diversity within the organisation assists in improving employee retention, accessing different ideas and encourage greater innovation.

The Group is committed to workplace diversity. The Board aims to attract and maintain a mix of individuals that have the appropriate set of skills, experience, expertise and Diversity.

5. Measurable Objectives

- 5.1 The Board's objective concerning gender diversity is to reflect society, namely the Board to be comprised of at least 30% male and at least 30% female members.
- 5.2 The Group's Nomination and Remuneration Committee will have the responsibility for assessing and reporting to the Board the Group's progress towards achieving the measurable objectives on an annual basis.

6. Reporting Compliance with Measurable Objectives

The Board will ensure that the Annual Report each year discloses the following:

- 6.1 Measurable Objectives for achieving gender Diversity set in accordance with this policy;
- 6.2 Progress against the Objectives;
- 6.3 The proportion of women employees in the whole Group;
- 6.4 The proportion of women in senior executive positions; and
- 6.5 Proportion of women on the Board.

This policy will be reviewed on an annual basis.

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References: Nil

Appendices: Nil

Forms: Nil

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