

SCHAFFER CORPORATION LIMITED (“SFC”)

SFC DIVERSITY POLICY

SFC Diversity Policy

SFC recognises the benefits to be gained from a variety of skills, backgrounds and experiences being applied to specific work objectives. Therefore, SFC is committed to diversity throughout our workforce.

Diversity is defined as differences between individual workers regarding gender, ethnicity, culture, political or religious belief, language, sexual orientation, marital status, family responsibility, disability and age.

Our objective is to attract, develop and retain the best employees for SFC and its shareholders. Diversity supports this objective by providing a broader base of abilities, perspectives and ideas that can create value for customers and shareholders.

Our commitment to diversity will be supported by:

- Communication – SFC will maintain an inclusive workplace culture via the organisation-wide awareness of workplace diversity principles and benefits. Management will ensure ongoing communication of these principles to the workforce.
- HR strategies – SFC HR strategies and policies including recruitment, promotion and employee development will incorporate diversity principles to encourage a diverse workforce at all levels of the organisation. Where appropriate opportunities exist, and strong candidates are available for recruitment or promotion, diversity will be a consideration.
- Action against inappropriate workplace behaviour – SFC does not tolerate discrimination, harassment, bullying, victimisation and/or vilification in the workplace. Action will be taken against these types of behaviour that do not value diversity.
- Flexible work practices – where appropriate, flexible work practices will be accepted to meet the differing needs of a diverse workforce.
- Measurable objectives for gender diversity – in accordance with the ASX Corporate Governance Council’s principles and recommendations on diversity, SFC will disclose Board established objectives for achieving gender diversity and the progress towards those objectives in the annual report. The objectives will be reviewed annually by the Board.