

DIVERSITY POLICY

March 2016

An Underlying Rationale for Diversity

Whitefield recognises the importance and benefits of being able to attract, retain and motivate Board members from the widest possible pool of available talent.

Whitefield's Diversity Policy

Whitefield seeks to have no barriers to the selection or retention of Board members relating to disability, ethnicity, marital or family status, religious or cultural background, sexual orientation or gender.

The Company seeks to implement this policy through:

- (a) An open, and unbiased process of identifying and selecting potential Board members based on the Company's requirements for skill and experience
- (b) A zero tolerance for discrimination, harassment, vilification or victimisation
- (c) Encouraging our primary service providers to embrace similar practices.

The Company considers and appreciates the impact of size in the practical implementation of a diversity policy, recognising that diversity in small groups may be less than in large groups.

not select personnel to achieve diversity where that would result in bias against candidates assessed favourably on other relevant metrics. The Board does not set measurable objectives to achieve diversity, as it believes this would be impractical.