

# Diversity policy

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Regis Healthcare Limited (**Company**)

ACN 125 203 054

Adopted by the Board on 18 September 2014

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## 1 Overview

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The Board of Directors of Regis Healthcare Limited (**the Company**) is responsible for the overall management of the Company, including guidance as to strategic direction, ensuring best practice corporate governance and oversight of management. The Company recognises that people are its most important asset and is committed to the maintenance and promotion of workplace diversity.

Diversity drives the Company's ability to attract, retain, motivate and develop the best talent, create an engaged workforce, deliver the highest quality services to its customers and continue to grow the business.

The Board has formally approved this Diversity Policy (**Policy**) in order to address the representation of women in management positions and on the Board, and to actively facilitate a more diverse and representative management and leadership structure.

## 2 Scope

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The Company's vision for diversity incorporates a number of different factors, including gender, ethnicity, disability, age and educational experience. At a Board and management level, gender has been identified as a key area of focus for the Company. Accordingly, the primary focus of this Policy is achieving, over a reasonable transition period, adequate representation of women in management positions and on the Board.

The strategies outlined below aim to achieve the objectives of this Policy by:

- setting measurable objectives relating to gender at all management and leadership levels;
- broadening the field of potential candidates for management and board appointments;
- increasing the transparency of the board appointment process; and
- embedding the extent to which the Board has achieved the objective of this Policy in the evaluation criteria for the annual Board performance evaluation.

## 3 Promoting gender diversity

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In order to facilitate greater gender diversity in management and leadership roles, the Company will:

- introduce and supplement the measures outlined in this Policy;
- implement policies which address impediments to gender diversity in the workplace (including parental leave and flexible working arrangements that assist employees to fulfil their domestic responsibilities), and review these policies to ensure that they are available to and utilised by both men and women; and
- monitor the effectiveness of, and continue to develop initiatives designed to identify, support and develop talented women.

## 4 Measurable objectives

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Each year the Board will set measurable objectives with a view to progressing towards a balanced representation of women at a Board and management level.

Performance against these objectives will be reviewed annually by the Remuneration and Nomination Committee, as part of its annual review of the effectiveness of this Policy.

## 5 Gender representation review

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On an annual basis, the Remuneration and Nomination Committee will review the proportion of women who are employed by the Company as a whole, in management positions and who are on the Board. The Remuneration and Nomination Committee will submit a report to the Board outlining its findings.

## 6 Recruitment, selection and succession planning of Non-Executive Directors

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### 6.1 Board appointment process

The Remuneration and Nomination Committee is responsible for identifying qualified individuals for appointment to the Board. In identifying candidates, the Remuneration and Nomination Committee will have regard to the selection criteria set out in the board appointment process, which will include:

- skills, expertise and background that add to and complement the range of skills, expertise and background of the existing directors;
- diversity; and
- the extent to which the candidate would fill a present need on the Board.

## 7 Review of Policy

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The Remuneration and Nomination Committee is responsible for the review and oversight of this Policy. In executing this role, the Remuneration and Nomination Committee will, with the appropriate support and input from management:

- review on an annual basis:
  - 1 the effectiveness of this Policy, its objective and the strategies outlined above, which aim to achieve the objective; and
  - 2 the division of responsibilities and accountability for developing and implementing diversity initiatives across the organisation; and
- report to the Board on the outcomes of its review, including any recommendations for changes to those strategies or the way in which they are implemented.