



Diversity Policy

Enice Holding Company Limited

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1. Overview

- 1.1 Enice Holding Company Limited (**Company**) is committed to establishing and maintaining an inclusive workplace that embraces and promotes Diversity.
 - 1.2 The Company recognises the strategic and personal advantages that arise from a workplace where decisions are based on merit and where all Employees are treated equally.
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2. Definitions

- 2.1 In this Policy, unless the context otherwise requires:

ASX means the Australian Securities Exchange.

Board means the board of directors of the Company.

Company means Enice Holding Company Limited.

Diversity includes, but is not limited to, differences that relate to gender, age, ethnicity, disability, sexual orientation and gender identity, religion, cultural background, personality, marital and family status, carer responsibilities and location.

Employee means a person who is an employee, officer, or director of the Group, including the Chief Executive Officer and Chief Financial Officer.

Group means the Company and its subsidiaries.

Policy means this Diversity Policy.

3. Who does this Policy apply to?

- 3.1 This Policy applies to the Company's Board as a whole, and to all Employees individually.
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4. Benefits of this Policy

- 4.1 The Company has adopted this Policy to acknowledge and appreciate the positive outcomes that can be achieved through the diverse range of abilities and perspectives that Employees bring to the Group through their Diversity.
- 4.2 The Company understands that organisational performance is linked to an inclusive environment that embraces and promotes Diversity.
- 4.3 This Policy is specifically designed to assist the Company to reach its strategic goals by:
 - (a) ensuring that all Employees are treated with equality and respect;
 - (b) facilitating employment opportunities based on appropriate recruitment processes of considering a range of employees and attracting, rewarding and retaining staff with a diverse range of skills and experience;



- (c) developing flexible workplace practices to recognise and meet the diverse needs of Employees;
 - (d) building and maintaining a safe and open workplace;
 - (e) contributing to the community by fostering a culture of acceptance and teamwork; and
 - (f) if and when the Company becomes listed on ASX, meeting the Company's obligations under the ASX Corporate Governance Principles and Recommendations.
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5. Objectives

- 5.1 The Board will establish Diversity related measurable targets (**Measurable Objectives**) on an annual basis to identify ways in which gender diversity and other appropriate aspects of Diversity can be achieved and measured.
 - 5.2 The Measurable Objectives are to include, at a minimum, the Company's objectives for achieving gender diversity.
 - 5.3 The Board will assess annually the Measurable Objectives and the Group's progress in achieving them.
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6. Responsibilities

- 6.1 The Board has responsibility to:
 - (a) oversee this Policy including the review of its appropriateness and effectiveness;
 - (b) encourage and promote any other initiatives, policies and processes appropriate from time to time to encourage and promote Diversity;
 - (c) annually set and review the Measurable Objectives;
 - (d) annually assess the Company's progress towards achieving the Measurable Objectives;
 - (e) annually disclose at the end of each reporting period:
 - (i) the Measurable Objectives and the Company's progress in achieving them; and
 - (ii) either the respective proportions of men and women on the Board, in senior executive positions and across the whole organisation (including how the entity has defined "senior executive" for these purposes) or the Company's Gender Equality Indicators as defined in the *Workplace Gender Equality Act 2012* (Cth);
 - (f) disclose this Policy or a summary of it; and
 - (g) ensure compliance with the ASX Corporate Governance Principles and Recommendations.

7. Employee rights and obligations

- 7.1 This Policy is aspirational, and does not form part of an Employee's terms of employment, appointment or engagement with the Group. A departure from the Policy or a failure to meet Measurable Objectives may result in reporting obligations for the Company, but is not intended to create direct legal obligations between the Group and Employees.
- 7.2 This Policy is not to be used by the Group, or any Employee, to justify conduct which is contrary to any anti-discrimination or equal employment opportunity laws in any jurisdiction.