

MANUAL	: FINANCE MANUAL	NUMBER	: FM-200
APPLIED AT	: All Clover Corporation directors, senior executives and employees	ISSUED	: 31/07/2020
		LAST UPDATED	: 31/07/2020
APPROVED BY	: Clover Corporation Board	VERSION NO.	: 001
TITLE	: Diversity Policy	AUTHOR(S)	: Paul Sherman

1. Purpose

Clover Corporation Limited (**Clover Corporation** or **Company**) is committed to providing an organisational culture and workplace that fosters diversity and inclusion across all levels of the organisation, with the aim of creating an environment which promotes positive working relationships consistent with the Company's values.

This policy is designed to ensure that all directors, senior executives and employees understand the Company's commitment to recognising the value of diversity in our workplace as supported through equal employment opportunities and ensuring work practices promote equality, respect, dignity and fairness as well as a workplace free from discrimination.

2. Scope

This policy governs the conduct of Clover Corporation, its wholly-owned subsidiaries, and all directors, senior executives and employees of those entities.

3. Definition

Diversity relates to all characteristics which make individuals different from one another. Embracing diversity requires a commitment to equality and to treating all individuals with respect.

Inclusion refers to ensuring that current, future and potential employees and members have equality of opportunity in the organisation without any barriers or obstacles in regard to individual characteristics.

4. Policy

The Company values and respects the skills that people with diverse backgrounds, experiences, and perspectives bring to the organisation. The Company recognises and appreciates the value inherent in a diverse workforce. Diversity drives the Company's ability to attract, retain and develop the best talent, create an engaged workforce, and enables the Company to reflect the diversity of its customers and the markets in which it operates.

The Company is therefore committed to inclusion at all levels of the organisation, regardless of gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, cultural background, socio-economic background, perspective and/or experience, and to creating and fostering a supportive and understanding environment by providing opportunities and development that allow individuals to reach their full potential irrespective of background or difference. In this regard, the Company recognises the benefits of designing and implementing programs that will assist with the development of a broader and more diverse pool of skilled and experienced employees.

The Company also recognises that:

- in order to have an inclusive workplace, discrimination, harassment, vilification and victimisation cannot and will not be tolerated;
- employees (male and female) at all levels may have domestic responsibilities, which may require flexible work practices to assist them meet their responsibilities; and

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- the benefits of providing opportunities for employees on extended parental leave to maintain their connection with the Company.

It is Company policy to comply with all laws governing equal employment opportunity applicable in the jurisdictions in which the Company operates.

When appointing or promoting people within the Company (from the Board downwards), the Company is committed to ensuring that recruitment and selection practices are appropriately structured so that:

- a diverse range of candidates are considered and guarding against any conscious or unconscious biases that might discriminate against certain candidates, with a view to selecting; and
- the most suitably qualified candidates are selected, based solely on merit – being the skills, experience, qualifications and potential of the individual without regard to gender, age, sexuality, family circumstances, marital status, disability, religion, political preference, trade unionism or any other classification protected by applicable law.

5. Objectives, Measurement and Disclosure

Under ASX Corporate Governance Principles and Recommendations, the Board is required to establish measurable objectives for achieving gender diversity throughout the organisation.

Measurement of progress in achieving the objectives will be carried out on a regular basis (at least annually), by the CEO and senior management, who will report their findings to the Board and make recommendations as appropriate.

The Board will annually assess both the objectives and the progress made towards achieving them.

The Company will disclose in its Annual Report the objectives, the progress made towards achieving them and the respective proportions of men and women on its Board, in senior executive positions and across the whole workforce (including how 'senior executive' is defined for these purposes).

The Company acknowledges the target of achieving 30% gender diversity applied to ASX 300 listed companies (revised Recommendation 1.5) and confirms that at the time of last updating this policy it had 33.3% female representation on its Board.

Other than gender, Clover Corporation has other diversity focus areas that include:

- Life stage – removing barriers so as to allow access to work for people of all ages
- Sexual identification - removing barriers so as to allow access to work for people of all sexual identities
- Accessibility - removing barriers so as to allow access to work for people of all abilities
- Cultural - removing barriers so as to allow access to work for people of all cultures and languages

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6. Responsibility

Although the Board retains ultimate accountability for this policy, responsibility for policy implementation has been delegated to the CEO. The Board will periodically review this policy and its effectiveness and whether any changes are required.

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