



DIVERSITY AND EQUAL OPPORTUNITY POLICY

1. Policy and commitment

Alesco delivers value to its shareholders and customers through working relationships based on mutual care and respect.

We value the contribution that each employee makes and the individual perspectives they bring, drawing on their diverse backgrounds and experiences. This diversity enriches our workplaces, improves the solutions we deliver to our customers, and contributes to improved business performance.

Alesco is committed to recruiting and retaining talented employees with a range of skills, abilities and backgrounds, and maintaining a workplace culture that allows them perform at their best and to be developed and promoted based on merit. Our employment-related practices enable this environment of equal opportunity.

In support of this commitment, Alesco does not tolerate unlawful employment-related discrimination, or conduct that causes our employees, contractors or visitors to feel harassed or bullied. This applies not only to conduct in the workplace, but away from the workplace on company business, at company functions, or when acting as a representative of the company.

All complaints will be treated seriously, and employees who are found to have engaged in unlawful discrimination or harassing or bullying conduct will be disciplined and may lose their job. To learn more about equal opportunity, harassment and bullying, employees can refer to Alesco's employee handbook or contact their manager, local HR representative, or the Group General Manager.

Our commitment to diversity and equal opportunity is an important part of Alesco's future success.

2. Our focus on gender diversity

Creating an environment conducive to diversity is a priority for Alesco, with a particular focus on improving the level of gender diversity at senior levels of the organisation, including the Alesco Board. Our focus on gender diversity makes good business sense, and initiatives to improve gender diversity will enhance the workplace environments we are able to offer all employees.

In support of this business priority, measurable objectives for the improvement in gender diversity will be established by the Alesco Board and reviewed annually. These objectives will also be subject to at least annual review by the Alesco Executive Committee. Progress towards the achievement of these objectives will be disclosed in Alesco's Annual Report.

Measurable objectives will be established to:

- ✦ achieve an increase in the representation of women in executive and senior manager roles, and the Alesco Board;
- ✦ ensure that participation in development initiatives supports Alesco's diversity improvement goals;
- ✦ ensure recruitment and selection practices reflect the principles of diversity and enable the availability of a diverse candidate pool for appointments at senior levels;
- ✦ ensure remuneration practices are free from gender bias.

3. Implementation

The CEO and Alesco Executive Committee are accountable for the implementation of this policy, which will be achieved through a variety of initiatives including:

- ✦ the Alesco Executive Committee demonstrating visible commitment to meeting its diversity commitment, and the established objectives;
- ✦ implementing policies and practices that eliminate discrimination and bias, and that ensure Alesco is able to build on the various skills, experiences and perspectives of a diverse workforce;
- ✦ promoting a culture that rewards disciplined performance, where outcomes of internal promotion and succession processes are merit-based, allowing employees to be considered for advancement

opportunities based on a balanced view of achievement and the overall value they could bring to a role;

- # supporting and recognising managers who establish leading practices within their teams that create work environments where women's careers can flourish based on their skills and performance;
- # having clear reporting procedures for any type of discrimination or harassment, and processes to prevent future incidents.

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