



GLENNON
SMALL COMPANIES LTD

Glennon Small Companies Limited
ACN 605 542 229
PO Box R281, Royal Exchange NSW 1225

Glennon Small Companies Limited

Diversity Policy

Diversity Policy

1. Purpose

The purpose of the of this Diversity Policy (**Policy**) is to outline Glennon Small Companies Limited (**Company**) commitment to fostering a corporate culture that embraces diversity.

In particular the Policy focuses on the composition of the Board members of the Company, and its Officers, as the Company at the date of this Policy does not have any full-time employees.

2. Diversity

Diversity encompasses a range of different attributes individuals possess from one another. It comprises, but is not limited to, gender identification, age, ethnicity, race, sexual orientation, disability, religion, marital or family status, and cultural background. The Company believes that a commitment to equality and treating all individuals with respect is the cornerstone of achieving diversity.

3. Policy

The Policy has been prepared to formalise the Company's commitment to maintaining an inclusive culture, providing equal opportunities to all current and prospective directors and officers. The Company acknowledges that a diverse workforce is a competitive advantage as a result of the quality and skills of its people.

The Company's diversity strategies include:

1. Conducting unbiased and transparent recruitment processes to employ prospective directors and officers from a wide range of candidates, whose skills will best match the skills, experience and diversity of current directors and officers.
2. Implementing zero tolerance for inappropriate workplace behaviour, including discrimination, harassment, vilification and victimisation;
3. Offering flexible working arrangements, particularly for those who have parenting, family and carer commitments.
4. Instructing all personnel conduct themselves with the highest standards of professionalism with all internal and external stakeholders.
5. Imploring our primary service providers to construct and enforce similar policies within their workforce.
6. Any other strategies that the Board develops from time to time

The Company understands that while it seeks to appoint the most suitable candidate available for the position, it acknowledges that the availability of candidates within industries or industry segments, may be materially influenced by the attraction of particular categories of people. The Company recognises that this may be an influencing factor in achieving an appropriate level of diversity that is indicative of a fair and unbiased policy.

4. Responsibly and Implementation

The Board is responsible for designing, managing, and promoting diversity within the Company.

The Remuneration and Nomination Committee assists and advises the Board of the composition of the Board, and makes recommendations regarding appropriateness of the Board's diversity. The Board however, is responsible for the appointment of a new directors and officers.

5. Monitoring and Evaluation

Currently as the Company has no employees, the low turnover and size of the Board makes it impractical for the Company to set out measurable objectives to achieve diversity.

The Board will continuously work towards promoting diversity where it can be done equitably, and in a manner that improves abilities of the Company so that stakeholders can continue to derive benefits of a stable and diverse organisation.

6. Policy Availability, Education and Training

This Policy is publicly made available at <https://www.glennonsmallcompanies.com.au/>.

A copy of this Policy has been provided to the Company's investment manager, Glennon Capital Pty Ltd, and each of its board members and employees. The Policy has further been provided to all Directors and Officers of the Company, and will be included in any induction materials provided to future Directors and Officers of the Company.

Other service providers to the Company will be notified that a copy of this Policy is available for download via the Company's website (if requested).

7. Review and Reporting

The Company will review the effectiveness and relevance of this Policy (and associated procedures) once every two years.

Approved by the Board on 20 August 2020