

Diversity Policy

SenSen Networks Limited

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Diversity Policy

Adopted by the Board 5 November 2018

1. Our Policy

The purpose of this diversity policy (**Policy**) is to provide diversity and equality to all in employment, irrespective of their gender, age, racial origin, disability, religion, culture, sexual preference, language, political affiliation, marital status or parental responsibility. We oppose all forms of unlawful and unfair discrimination.

All employees, whether part time, full time or temporary, will be treated fairly and equally.

Selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability.

All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation.

Our commitment:

- (a) Every employee is entitled to a working environment which promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- (b) The commitment to diversity and equality in the workplace is good management practice and makes sound business sense.
- (c) Breaches of our diversity and equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- (d) This policy is fully supported by senior management.
- (e) The policy will be monitored and reviewed annually.
- (f) This policy will be implemented within the framework of the relevant legislation, which includes (but not limited to):
 - (i) Fair Work Australia Act 2009;
 - (ii) Affirmative Action Act 1986;
 - (iii) Anti-Discrimination Act 1991;
 - (iv) Workplace Relations Act 1996; and
 - (v) Industrial Relations Act 1999.

2. Measurement

2.1 Diversity at SenSen

SenSen Networks Limited (**SenSen**) appreciates that diversity is essential to its continued growth and success and is committed to fostering and sustaining an inclusive and flexible workplace.

SenSen is pleased to advise that the board has set in place the following measurable diversity objectives for the period ending 30 June 2019:

- (a) at least one non-executive director and two divisional leadership roles will be held by women.
- (b) Continue to incrementally grow the number of women and employees of culturally diverse backgrounds performing senior roles.
- (c) Continue to recognise and celebrate our multicultural diversity and grow our workforce to reflect the diversity of our customers.

3. Workplace profile

The current SenSen workplace profile will continue to be a focus for the board and executive management in achieving our diversity objectives discussed above.

Gender balance at SenSen:

- (a) Women constitute ~13% of the entire SenSen workforce.
- (b) Women currently hold 25% of divisional leadership roles.
- (c) one of the three non-executive directors on the SenSen Board is a woman.

4. Assessment

The board will assess annually the measurable objectives determined as above and progress in achieving them.

5. Policy disclosure

This policy will be posted to the Company's website in the Corporate Governance section.

Review Date: 21 March 2019