

DIVERSITY POLICY

This policy sets out Fleetwood Corporation Limited's (**Company**) approach to diversity including the key principles and measurable objectives used to support the achievement of diversity at all levels of the Company's workforce.

Diversity

The Board recognises diversity occurs in many forms including gender, language, age, sexual orientation, disability, religion, ethnicity, and cultural background.

The Board believes that the promotion of diversity will ensure the broadest base for the recruitment of employees, ensure a high degree of employee retention, provide different perspectives on the efficient and successful running of the Company, and is appropriate corporate governance.

The Board acknowledges increased gender diversity is associated with better financial performance, greater innovation and has a positive impact on the entire economy. The Company recognises that, where possible, attracting and maintaining workforce diversity will enable the Company to improve workplace culture and most effectively achieve the corporate goals of the Company.

The Company further acknowledges its policies, culture and environment will be cast to ensure a properly functioning diverse workplace and in so doing, discrimination, harassment, vilification and victimisation will not be tolerated.

Key Principles

The following principles underpin the Company's approach to diversity:

- (a) fostering a culture supportive of diversity at all levels within the Company will enhance the recruitment, development, and retention of a talented and motivated workforce;
- (b) achieving an appropriate level of diversity will require establishing and maintaining career and leadership development programs;
- (c) a necessary aspect of achieving diversity includes removing barriers to diversity;
- (d) measurable objectives will be transparent and fit for purpose;
- (e) steps taken to support the Company's diversity objectives will be consistent with the established

approach to performance and reward; and

- (f) recognising that employees at all levels may have domestic responsibilities and, where possible within the business, adopting reasonable flexible work practices will assist them to meet those responsibilities.

Measurable objectives

The Nominations and Diversity Committee (**Committee**) is required to establish measurable objectives for achieving gender diversity and may choose to establish such objectives in relation to other aspects of diversity. On an annual basis, the Committee will review these objectives and any progress made towards achieving them. Additionally, the Committee will annually review and report on the placement of men and women in the Company's workplace, their relative proportions, and the roles in which they are employed.

The Committee will establish the following measurable objectives:

- (a) an internal review mechanism that assesses the effectiveness of the diversity policy; and
- (b) appropriate workforce representation targets or other measurement tools that will identify the achievement of gender diversity objectives.

In addition, the measurable objectives may include:

- (a) developing and implementing a diversity plan;
- (b) reviewing recruitment procedures; and
- (c) reviewing female participation in leadership development initiatives.

Disclosure requirements

The Company will include in its Corporate Governance Statement the measurable objectives for achieving gender diversity set by the Committee, in accordance with this policy and its progress towards achieving them.

Additionally, the Company's Gender Equality Indicators filings are disclosed on the Company's website.