

Purpose and Scope

This Diversity Policy sets out Coventry Group's (CGL) approach to diversity and inclusion in order to create a work environment at all levels of the Company's workforce where people feel valued, respected and safe.

CGL recognises diversity occurs in many forms including but not limited to gender or gender identity, age, ethnicity, religious beliefs, cultural background and sexual orientation. CGL aspires to encouraging and fostering a diverse and inclusive workplace which attracts and retains people with the best abilities and attributes in order to deliver value to our shareholders, customers and the communities in which we operate.

Coventry Group takes a zero-tolerance approach to all forms of discrimination, harassment, vilification and victimisation and is committed to ensuring its policies, culture and workplace environment are framed to ensure a diverse and inclusive workplace.

Definitions

Employee	Includes any person who works for CGL in a fulltime, part time, casual or a potential future employee.
Equal Opportunity	The principle that everyone should have equal access to employment opportunities based on merit. This access to equal employment should be without fear of discrimination or harassment.
Diversity	Refers to the visible and invisible differences that exist between people, including but not limited to: gender, culture, race, ethnicity, physical impairment, sexual orientation, age, language, religion, nationality and family or marital status.
Inclusion	Inclusion refers to ensuring that employees are provided equal opportunity without any barriers due to their differences.
Work Environment	Anywhere work is conducted, or when employees are representing CGL, whether on a CGL, customer or supplier site. In addition, this includes work functions (including social functions) related to or organised by CGL and company provided accommodation.

Policy

Key Principles underpinning CGL's approach to diversity encompass:

- Fostering a culture that is supportive of diversity at all levels within the Group and which enhances the recruitment, development and retention of a skilled and motivated workforce;
- Achieving an appropriate level of diversity by establishing and maintaining career and leadership development programs;
- Ensuring that all explicit and implicit barriers to diversity are removed;
- Ensuring appropriate and fit-for-purpose commitments are imbedded in the business;
- Ensuring there is a strong link between the achievement of CGL's diversity commitments and its approach to performance and reward.

Aligned with the Key Principles, CGL is committed to:

- Ensuring recruitment and selection practices not only comply with relevant legislation, but also reflect the principles of diversity and inclusion;
- Creating a work environment that values and utilises the contributions of employees from all backgrounds, experiences and perspectives;
- Ensuring that development, promotion and talent management practises are inclusive and provide equal opportunity for all people;
- Ensuring that all decisions regarding remuneration and entitlements are made based on external market alignment, job performance and merit;
- Recognising that all employees may have family and/or other personal responsibilities and, where possible, adopt flexible work practices.

The Board has not set measurable objectives based on gender diversity alone. CGL is in a re-building phase and, for now, the Board is more concerned with instilling the right culture of diversity and inclusion throughout the business and not setting absolute targets for gender diversity alone.

CGL will make appropriate disclosures in the “Corporate Governance” section of its Annual Report each year.

This Diversity Policy will be periodically reviewed by the Board to ensure it continues to operate effectively, with amendments being made from time to time as required.

Associated Documents

- HR 100 Code of Conduct
- HR 101 Prevention of Discrimination Bullying and Harassment Policy
- HR 106 Recruitment and Selection Policy

Policy History

Description	Reference #	Date	Authority
Original Policy	HR 700 00	MAY 2004	Unknown
Revision #1	HR 700 01	MAY 2015	The Board
Diversity Policy re-write	HR 001 03	MAY 2018	ELT
Document Control	HR 103 00	JUN 2018	ELT
Logo & CLT Revision	HR 103 01	MAY 2020	CLT
Revision	HR 103 02	JUN 2020	CLT
Revision	HR 103 03	MAR 2023	CLT
Values Logo Update	HR 103 03	AUG 2023	
Re-write	HR-103-04	DEC 2025	Board
Next Review Due		DEC 2027	

