



# Diversity Policy

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3P Learning Limited

ABN 50 103 827 836

13 June 2023

# Diversity Policy

## 1. Introduction

This policy:

- (a) supports the commitment of 3P Learning Limited (**3P Learning**) to an inclusive workplace that embraces and promotes diversity; and
- (b) provides a framework for new and existing diversity-related initiatives, strategies and programs within the business of 3P Learning and its controlled entities (the **3P Learning Group**).

## 2. Benefits of diversity

- 2.1 Workplace diversity refers to the variety of differences between people in an organisation. Diversity encompasses gender identity, country of origin, family and ethnic background, race, age, disability, cultural background, professional training, religious and political beliefs, and more.
- 2.2 3P Learning believes that embracing diversity in its workforce contributes to the achievement of its corporate objectives and enhances its reputation. It enables the 3P Learning Group to:
  - (a) recruit the right people from a diverse pool of talented candidates;
  - (b) make more informed and innovative decisions, drawing on the wide range of ideas, experiences, approaches and perspectives that employees from diverse backgrounds, and with differing skill sets, bring to their roles; and
  - (c) better represent the diversity of all its stakeholders.

## 3. Commitment to diversity

- 3.1 The 3P Learning Group is committed to achieving the goals of:
  - (a) providing access to equal opportunities at work based on merit; and
  - (b) fostering a corporate culture that embraces and values diversity.
- 3.2 3P Learning is an equal opportunity employer and welcomes people from a diverse set of backgrounds.

## 4. Objectives for achieving gender diversity

- 4.1 The Board has established measurable objectives for achieving gender diversity, and these gender diversity objectives are reviewed and assessed annually.
- 4.2 3P Learning's objective for gender diversity is to achieve a workforce with an equal representation (50%) of female and male across:
  - (a) our Board of directors
  - (b) our senior leadership team

- (c) our company

3P Learning strives to leverage the benefits of diversity through our recruitment and people development initiatives for all roles across the company in technology, product, sales, marketing and corporate teams.

- 4.3 Our current gender diversity objective is just one measure that helps us to develop our initiatives, and we seek to be inclusive of all gender identities (binary, non-binary and more) and the other dimensions of diversity. By understanding and reviewing our achievement against an objective, it assists us to evaluate our initiatives to support diversity.
- 4.4 The Board will disclose in the Annual Report for each relevant financial year both its objectives for achieving gender diversity and its progress in achieving those objectives.
- 4.5 To assist the Board to fulfil its responsibilities, the People and Culture Committee will:
  - (a) oversee a review of the relative proportions of men and women across the whole of the Group's organisation, in senior executive positions and on the Board, respectively;
  - (b) report to the Board on the findings of this review and its recommendations for the objectives to be set by the Board for achieving gender diversity, having regard to any gaps identified in the review; and
  - (c) report to the Board, at least annually, on 3P Learning's progress in achieving the objectives set by the Board for achieving gender diversity.

## 5. Support for gender diversity

Currently, there are several different policies, programs and initiatives operating across the 3P Learning Group, which recognise and support gender diversity. These may be summarised as follows:

- (a) **Policies:** 3P Learning has formal policies regarding unlawful discrimination and raising and escalating grievances and these policies are available to employees via the Employee Handbook.
- (b) **Flexible work practices:** 3P Learning is a strong advocate of flexible work practices where this is possible given the operational requirements of the business.
- (c) **Parental leave programs:** The 3P Learning Group administers paid parental leave for eligible employees in alignment with law and our policies for each office.
- (d) **Learning R&D:** We welcome and raise initiatives that seek to recognise and develop the talent from within our diverse teams. These can relate to learning and development, professional skills or community interests.

Our policies, approach to flexible work practices and availability of '3P Days' employees to manage their work and family or community responsibilities. Our initiatives for talent development and retention presents opportunities for personal and career advancement.

## 6. Board Composition

- 6.1 3P Learning's Board Charter is framed to provide for the board of directors of 3P Learning (**Board**) to be of a size and composition that is conducive to making decisions expediently, with the benefit of a variety of perspectives and skills, and in the best interest of 3P Learning as a whole rather than of individual shareholders or stakeholders.
- 6.2 The Board has established a People and Culture Committee responsible for making recommendations to the Board relating to the appointment and retirement of Directors. The People and Culture Committee's full responsibilities are set out in its Charter (which is available at <http://www.3plearning.com/>). Responsibilities include, relevantly:
- (a) assessing the necessary and desirable competencies of Directors;
  - (b) ensuring the Directors have the appropriate mix of competencies to enable the Board to discharge its responsibilities effectively;
  - (c) developing Board succession plans to ensure an appropriate balance of skills, experience and expertise is maintained; and
  - (d) considering the term served by Non-Executive Directors to ensure that, over time, new Directors are appointed to challenge existing approaches and to incorporate new ideas and energy.

## 7. Roles and responsibilities

Every employee within the 3P Learning Group is responsible for supporting and maintaining the corporate culture of the 3P Learning Group, including its commitment to diversity in the workplace.

## 8. Review and changes to this policy

The Board will review this policy as often as it considers necessary to ensure the policy complies with any applicable legal requirements and remains relevant and effective.

This policy is not intended to be contractual in nature.

The Board may change this policy from time to time by resolution.

## 9. Questions

Any questions about this policy should be directed to the Company Secretary.

Versions	
Current	13 June 2023
Prior	31 May 2016, 26 May 2022