



**Home
Consortium**

Diversity Policy

HomeCo Daily Needs REIT

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Diversity Policy

1. Overview

- 1.1 HMC Funds Management Limited (**RE**) as responsible entity for the HomeCo Daily Needs REIT and any entities owned, either beneficially or legally, by HDNR or the RE (together, the **Group or HDNR**) is committed to establishing and maintaining an inclusive workplace that embraces and promotes Diversity (defined below). The Group supports and encourages Diversity and inclusion at all levels; the Board, senior executives and its workforce generally.
 - 1.2 The Group recognises the strategic and personal advantages that arise from a workplace where decisions are based on merit and where all Employees are treated equally. The Group does not tolerate discrimination, harassment, vilification or victimisation.
 - 1.3 This Diversity Policy (**Policy**) sets out the Group's commitment to diversity and inclusion in the workplace and provides a framework to achieve its Diversity goals.
 - 1.4 This Policy should be read together with the Groups' Code of Conduct.
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2. Definitions

- 2.1 In this Policy, unless the context otherwise requires:

ASX means ASX Limited (ABN 98 008 624 691) or the financial market conducted by ASX Limited, as the context requires.

Board means the board of directors of the RE.

Diversity includes, but is not limited to, differences that relate to gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, cultural background, socio-economic background, perspective, experience, personality, carer responsibilities or location.

Employee means a person who is an employee, officer, or director of the Group.

3. Who does this Policy apply to?

- 3.1 This Policy applies to the Board as a whole, and to all Employees individually.
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4. Benefits of this Policy

- 4.1 The Group has adopted this Policy to acknowledge and appreciate the positive outcomes that can be achieved through the diverse range of abilities and perspectives that Employees bring to the Group through their Diversity.
- 4.2 The Group understands that organisational performance is linked to an inclusive environment that embraces and promotes Diversity.
- 4.3 This Policy is specifically designed to assist the Group to reach its strategic goals by:
 - (a) ensuring that all Employees are treated with equality and respect;

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- (b) facilitating employment opportunities based on appropriate recruitment processes of considering a range of employees and attracting, rewarding and retaining staff with a diverse range of skills and experience;
 - (c) facilitating succession planning under which gender diversity is a relevant consideration;
 - (d) developing flexible workplace practices to recognise and meet the diverse needs of Employees;
 - (e) building and maintaining a safe and open workplace;
 - (f) contributing to the community by fostering a culture of acceptance and teamwork; and
 - (g) meeting the Group's obligations under the ASX Corporate Governance Principles and Recommendations.
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5. Objectives

- 5.1 The Board will set measurable objectives (**Measurable Objectives**) in relation to each reporting period for achieving gender diversity, and other appropriate aspects of Diversity, in the composition of the Board, senior executives and workforce generally.
 - 5.2 The Measurable Objectives will include, at a minimum, the Group's objectives for achieving gender diversity.
 - 5.3 The Board will assess in relation to each reporting period the Group's progress towards achieving the Measurable Objectives.
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6. Flexible work practices

- 6.1 The Group supports flexible work practices to assist Employees to manage their personal and work commitments.
 - 6.2 The Group offers Employees on extended parental leave the opportunity (without any obligation) to maintain their connection with the Group, by allowing such Employees to receive all-staff communications, and to attend work functions and training programs.
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7. Responsibilities

- 7.1 The Board has responsibility to:
 - (a) oversee this Policy including the review of its appropriateness and effectiveness;
 - (b) encourage and promote any other initiatives, policies and processes appropriate from time to time to encourage and promote Diversity;
 - (c) set the Measurable Objectives in relation to each reporting period;
 - (d) assess in relation to each reporting period the Group's progress towards achieving the Measurable Objectives; and
 - (e) ensure compliance with the ASX Corporate Governance Principles and Recommendations in respect of Diversity.

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8. Publication of this Policy and the Group's progress

- 8.1 This Policy will be available on HDNR's website.
 - 8.2 HDNR will provide information in its annual report regarding:
 - (a) key features of this Policy;
 - (b) the Measurable Objectives and the Group's progress towards achieving them; and
 - (c) the respective proportions of men and women on the Board, in senior executive positions and across the whole workforce, or if the entity is a relevant employer under the *Workplace Gender Equality Act 2012* (Cth), HDNR's Gender Equality Indicators as defined in the *Workplace Gender Equality Act 2012* (Cth).
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9. Employee rights and obligations

- 9.1 This Policy does not form part of an Employee's terms of employment, appointment or engagement with the Group. A departure from the Policy or a failure to meet Measurable Objectives may result in reporting obligations for HDNR, but is not intended to create direct legal obligations between the Group and Employees.
 - 9.2 This Policy is not to be used by the Group, or any Employee, to justify conduct which is contrary to any anti-discrimination or equal employment opportunity laws in any jurisdiction.
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10. Review of this Policy

- 10.1 The Board may review this Policy from time to time to ensure that it is operating effectively and make any changes it considers should be made. This Policy may be amended by resolution of the Board.

October 2020