

## DIVERSITY REPORT

### December 2019

The diversity policy of Devine Limited (**Devine/Company**) details the key elements of the Company's commitment to diversity and also recognises the need to set diversity objectives that can be articulated and measured. A copy of the Diversity Policy is available on the Board and Governance section of the Devine website. ([www.devinegroup.com.au/asx-information/policies-compliance.aspx](http://www.devinegroup.com.au/asx-information/policies-compliance.aspx))

The policy addresses the following key factors as they relate to diversity:

- Devine's corporate culture;
- Devine's commitment to diversity;
- Measurable objectives; and
- Annual disclosure to shareholders.

Whilst the policy addresses the importance of diversity including in relation to age, ethnicity, culture as well as gender, these measurable objectives focus primarily on gender diversity.

### **Measurable Objectives**

In accordance with this policy and ASX Corporate Governance Principles, the Company has established the following measurable objectives in relation to gender diversity. A number of factors have been considered in setting the measurable objectives and these include:

- The historic nature of the industry in which Devine operates in respect to gender diversity;
- The current level of gender diversity in the Devine group of companies, particularly at senior management level;
- Where gender gaps exist in the Company's management and general workforce;
- The level of female representation on the Devine Board;
- The importance of having procedural measures in place to foster diversity;
- Establishing effective monitoring systems to assist in meeting the Company's diversity objectives; and
- That, overriding the desire for greater gender diversity across the Devine Group, is the need to ensure that at all times the best person is recruited or promoted to fill a particular position.

The following measurable objectives were framed in the context of the above objectives during 2019:

### **Female Representation**

as at 31 December 2019

The 2020 minimum representation targets of female representation for the management & balance workforce categories were exceeded at December 2019 while the Board and senior executives' categories remained below target. There was no turnover during the year in these two categories.

Employment Group	Total Directors / Employees	Females	2020 Minimum Representation Target
Board	3	0	1 female Director
Senior Executives*	3	0	1 female Senior Executive
Management	2	1 (50%)	25%
Balance of workforce	14	7 (50%)	40%

\* Senior Executive defined as a head of a business unit / department

### **Notification under Workplace Gender Equality Act 2012 (Act)**

Since 2017, Devine is no longer a "relevant employer" under the Act and as such is no longer required to lodge an annual report under the Act.