

DIVERSITY POLICY

MATRIX COMPOSITES & ENGINEERING

DIVERSITY POLICY

The Board has adopted a Diversity Policy as a means of enhancing the Company's performance by recognising and utilising the contribution of diverse skills and talent from its directors, officers and employees.

Diversity involves recognising and valuing the unique contribution people can make because of their individual background and different skills, experiences and perspectives, including persons with coexisting domestic responsibilities. Diversity may result from a range of factors including age, gender, ethnicity, cultural background or other personal factors. The Company values the differences between its people and the contribution these differences make to the Company.

1. Diversity Aims

The Company encourages diversity in employment, and in the composition of its Board, as a means of ensuring the Company has an appropriate mix of skills and talent to conduct its business and achieve the Company's goals.

It is the responsibility of the Board to foster an environment where:

- Individual differences are respected.
- Accessibility to employment opportunities is based on performance, skill and merit regardless of gender, age, ethnicity, sexuality, physical ability or cultural or religious beliefs.
- Inappropriate attitudes, behaviours and stereotypes are confronted and eliminated.
- Equal opportunities in respect to employment and employment conditions are actively promoted.

2. Achieving Diversity

The Company achieves its diversity aims by:

- i. The Board ensuring appropriate selection criteria based on diverse skills, experience and perspectives is used when hiring new staff, including Board members. The process involved in searching for and selecting new directors should be transparent and disclosed to shareholders. Job specifications, advertisements, application forms and contracts will not contain any direct or inferred discrimination. When recruiting, the Board and CEO will attempt to present a diverse pool of candidates to the Company for consideration, and may engage professional consultants to assist in the hiring process.
- ii. Providing internal and external training opportunities based on merit and in light of Company and individual needs to enable the development of an individual's full potential.
- iii. Ensuring that the work environment is free from harassment and that complaint or reports of sexual, racial or other harassment are treated seriously, confidentially, and sympathetically by the Company.

- iv. Developing a culture that is aligned with and promotes the attainment of the diversity principle and which assists all employees, including Board members to balance their work, life and family responsibilities.
- v. Female participation rate in the Matrix workforce at 30 June 2012 was 12.9 per cent. Subject to identifying suitable female employees with requisite qualifications and experience it is the Board objective to at least maintain this percentage and if possible increase it to 20 per cent in the medium term.
- vi. The Board recognises that it would be beneficial to have on its Board independent female non-executive directors to broaden its skills and to add experience and perspective to the assessment of information and decision making. Consistent with its policy on Diversity, the Board will consider females equally for future Board positions provided that their potential appointments satisfy Board composition requirements at the time.

3. Diversity Policy Implementation

The Board, assisted by management, is responsible for deriving and implementing strategies to achieve the Diversity objectives. The Board will regularly review the policy strategy and effectiveness.