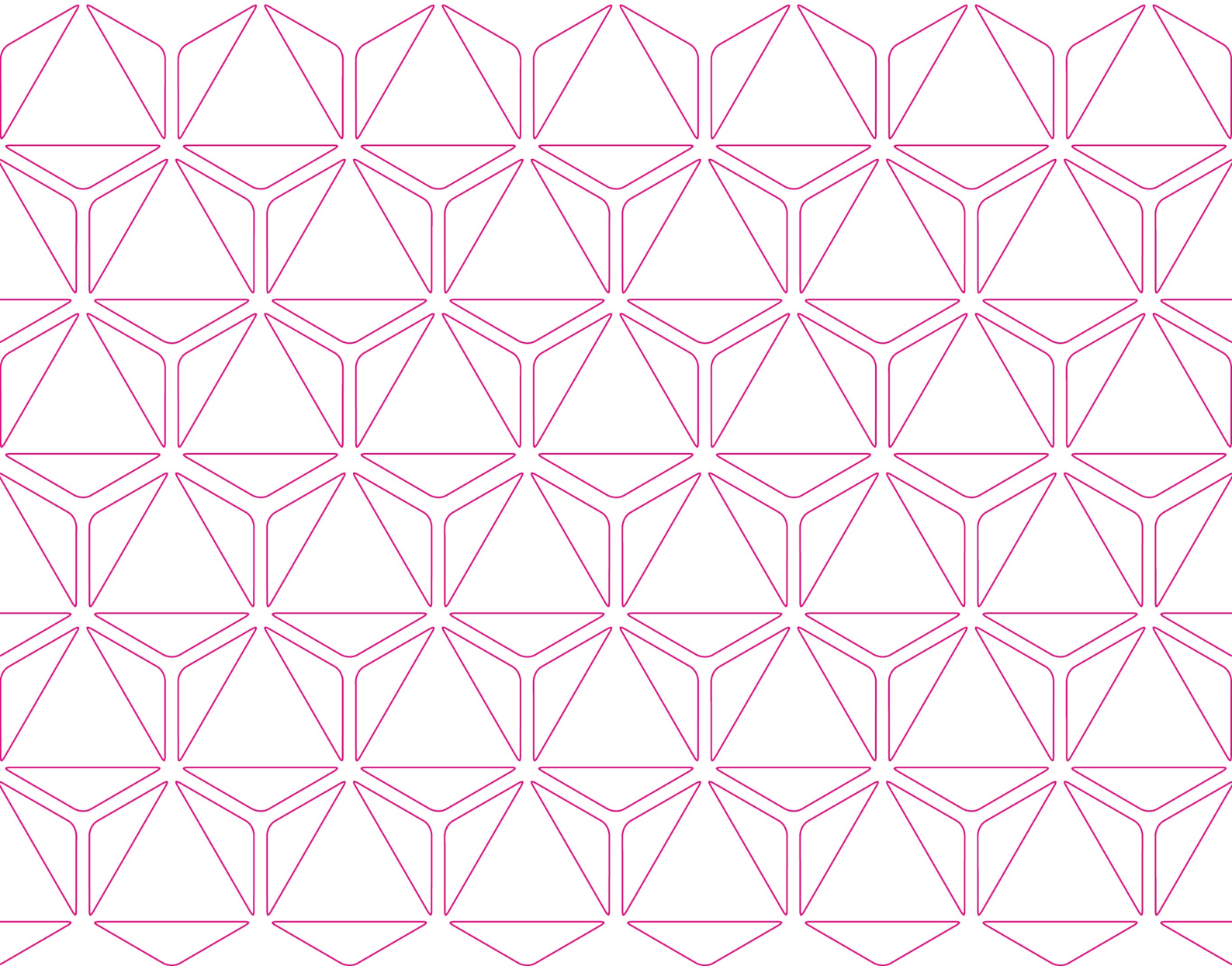


Diversity Policy



Group

Company Secretary



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1. Overview

- 1.1. Praemium Limited (Company) recognises that diversity in all aspects of its work force from employee, senior management to Board level can bring value to the Company.
- 1.2. The implementation and promotion of Diversity Policies benefits the Company in terms of its long term economic objectives and business goals by:
 - ensuring that the pool of high quality employees available to the Company is not artificially constrained,
 - improving retention rates by encouraging positive work environments for all employees, and
 - allowing the Company to access a range of skills and experience appropriate to the desired skill competencies from time to time.
- 1.3. Diversity includes cultural background, ethnicity, gender, sexual orientation, age, physical abilities and other unique attributes of individuals.
- 1.4. The Company has committed to its diversification obligations by adopting this Diversity Policy in accordance with the ASX Corporate Governance Council Principles and Recommendations.

2. Objectives and Aims

- 2.1. The Company is committed to promoting diversity in its workforce and aims to incorporate this Diversity Policy with its existing policies such as our Equal Employment Opportunity Policy.
- 2.2. The overall objectives of the Board are to:
 - introduce processes to ensure that the diversity commitments are implemented appropriately,
 - implement processes to ensure transparency in respect of the selection of qualified employees, senior management and Board candidates with regard to the importance of Company's diversity profile and objectives,
 - ensure that recruitment strategies allow the Company to maximise its opportunities to target appropriately qualified employees who may have diversity attributes and encourage this by appointing selection committee members which either have diversity attributes or recognise the importance of such attributes,
 - develop clear criteria on behavioural expectations in relation to promoting diversity,
 - recognise and cater for employees that may have special requirements such as family member responsibilities, as part of the Company's overall diversity objectives,
 - consider whether the work environment is likely to attract individuals with diversity attributes, and
 - facilitate a corporate culture that embraces diversity and recognises employees at all levels have responsibilities outside of the workplace.
- 2.3. The Board will continue to review and develop policies to maximise effectiveness of the Diversity Policy.

3. Measures and accountabilities

- 3.1. The Board will at least annually, set realistic measurable objectives in light of its current and expected operations in order to meet its commitment to achieve greater gender diversity.
- 3.2. Measureable objectives will focus on:
 - enabling a diverse workforce by way of removing barriers, and
 - establishing appropriate representation targets.

- 3.3. The Board will review these measurable objectives annually and will assess whether the Company has met those objectives.
- 3.4. The Company's Remuneration Committee will make recommendations on diversity related initiatives, monitor and evaluate their implementation and ensure that diversity related programs of work are progressively correctly and successfully.
- 3.5. The Board has determined that the percentage participation of women in both Board and executive management positions should increase and the Company will report on its adherence to measurable objectives within each year's annual report. The Board will review and re-assess its gender diversity objectives annually before the commencement of each financial year.

4. Reporting

- 4.1 The Company will post a copy of this Diversity Policy on its website.
- 4.2. The Company will ensure that a summary of this Diversity Policy is set out in the Company's annual report, together with a statement as to whether the objectives have been met.