

# Diversity Policy

**Piston Machinery Ltd.**  
**ACN 618 786 333**

Version 1  
Adopted 4 September 2017

## DIVERSITY POLICY

### Introduction

This Policy sets out Piston Machinery Limited (**Company**)'s beliefs with respect to diversity within the Company and outlines the processes through which the Company will actively promote diversity across its operations.

It reflects the Board's endorsement of the recommendations contained in the ASX Corporate Governance Council's Principles and Recommendations, 3rd edition, 2014.

### Diversity

Diversity involves recognising and valuing the unique contribution people can make because of their individual background and different skills, experiences and perspectives. Diversity may result from a range of factors including, but not limited to, an individual's race, ethnicity, gender, age, physical abilities, educational background, socioeconomic status, and religious, political or other beliefs or other personal circumstances.

### Diversity Commitment

The Company is committed to promoting diversity among its employees, senior management and Board members. The Company aims to recruit staff at all levels from as diverse a pool of qualified candidates as reasonably possible based on their skills, qualifications and experience.

The Board will:

- (a) aim to ensure that appropriate procedures and measures are introduced to ensure that the Company's diversity commitments are implemented appropriately;
- (b) set measurable objectives for obtaining gender diversity; and
- (c) seek to ensure that the Company's diversity profile is a factor that is taken into account in the selection and appointment of qualified employees, senior management and Board candidates.

### Strategies to Increase Diversity

Strategies to help achieve the Company's diversity objectives include, but are not limited to:

- (a) facilitating a corporate culture that embraces diversity; and
- (b) recruiting from a diverse pool of candidates for all positions, including Board and senior management appointments.

### Reporting Compliance with Measurable Objectives

In its annual report, the Company will disclose:

- (a) the measurable objectives for achieving gender diversity set by the Board in accordance with the diversity policy; and
- (b) the progress towards achieving them.

As part of this disclosure the Company will disclose in its annual report, the proportion of:

- (a) women employees in the whole organisation;
- (b) women in senior executive positions; and

(c) women on the Board.