

**Academies Australasia Group Limited ('AKG') (ACN 000 003 725):**

**Diversity Policy**

Diversity refers to all the characteristics that make individuals different from each other. It includes characteristics or factors such as religion, race, ethnicity, language, gender, sexual orientation, disability, age or any other area of potential difference.

AKG is committed to diversity and inclusiveness, and to providing an environment in which employees have equal access to opportunities, are treated with fairness and respect, and are not judged by unlawful or irrelevant reference to their attributes. This commitment enables AKG to attract and retain people with the best skills and abilities.

The AKG workforce comprises many individuals with diverse skills, values, backgrounds and experiences. They have a wide range of qualifications and experience and come from more than 20 countries.

The Board renews the Company's policy on diversity, annually.

AKG has a strong commitment to gender diversity which is demonstrated by an almost equal representation of female and male employees across the AKG Group. High female participation is reflected at all levels of the organisation including among senior group executives and the Board. AKG does not favour or discriminate against females.

AKG's objective is to have an equal balance of male and female employees (excluding academic staff), and at least about 30% of Board and senior group executives being female. Each year the numbers will be assessed against these targets.