Unless the context requires otherwise, terms used in this Policy have the meaning given in paragraph 5.

1. Introduction

1.1. Blue Sky Alternative Investments Limited ACN 136 866 236 (Company) is a public company listed on the Australian Securities Exchange (ASX).

1.2. The purpose of this Policy is to outline the Company’s commitment to fostering a corporate culture that embraces workplace diversity and recognises the value of attracting and retaining employees with different backgrounds, knowledge, experience and abilities.

1.3. This Policy also provides a process for the Board to determine measurable objectives which the Group will implement and report against to achieve its diversity goals.

1.4. Nothing in this Policy shall be interpreted or construed so as to endorse diversity as the principal criteria for the selection and promotion of the Group’s employees and directors. An employee or director’s skills, experience and overall prospects of adding value to the Group shall take precedence over diversity considerations.

2. Measurable objectives and initiatives

2.1. The Board in consultation with the Nomination and Remuneration Committee will set measurable objectives for achieving diversity, in accordance with this Policy and the diversity profile set by the Board from time to time and will review the effectiveness and relevance of these measurable objectives on an annual basis.

2.2. The Company acknowledges that there are a number of different types of measurable objectives which may be implemented to assist in meeting its workplace diversity goals, including:

2.2.1. procedural and structural objectives – for example, implementing internal review and reporting procedures or ensuring that candidates are interviewed by a diverse interview panel;

2.2.2. diversity targets – setting targets for the number of women throughout the Group and implementing timeframes for this to occur; and

2.2.3. initiatives and programs – for example, identifying appropriate initiatives and programs and determining how the initiative will operate, who will be responsible for implementing it and setting a timetable for its introduction.

2.3. The following initiatives are currently in place to assist with the achievement of the Group’s workplace diversity objectives:

2.3.1. flexible work arrangements to assist employees to balance their work, personal and family responsibilities;

2.3.2. parental leave;

2.3.3. an equal opportunity recruitment process that draws a diverse pool of candidates for all positions, including Board and senior management appointments.

2.4. The Group will determine any other initiatives from time to time that may be appropriate with regard to the Group’s size and nature of operations.

3. Reporting

3.1. The Company Secretary will monitor and report to the Board on the Group’s progress against the measurable objectives on an annual basis.
3.2. The Board will assess these measurable objectives and the Group’s progress against these objectives on an annual basis.

3.3. On an annual basis the Company will report:

3.3.1. the measurable objectives set by the Board and its progress against those objectives; and

3.3.2. the proportion of women employed by the Group, in total, at the senior management level, and at the Board level.

4. Review and changes

The Board will review this Policy as often as it considers necessary and may change this Policy from time to time.

5. Defined Terms

In this Policy:

5.1 ‘Company’ means Blue Sky Alternative Investments Limited ACN 136 866 236.

5.2 ‘Board’ means the board of directors of the Company.

5.3 ‘Group’ means the Company and its subsidiaries.

5.4 ‘Policy’ means this Diversity Policy.