

DIVERSITY POLICY STATEMENT

The ASX workforce is made up of many different individuals with unique skills, values, backgrounds and experiences. ASX values diversity and recognises the organisational strength, problem solving ability and innovative approach that it brings. In order to attract and retain a diverse workforce and customer base ASX is committed to providing an environment in which all employees are treated with fairness, respect and have equal access to opportunities available at work.

ASX does not practice diversity for legal purposes but for good business sense. Diversity contributes to the achievement of ASX's corporate objectives and enables ASX to attract people with the best skills and attributes to develop a workforce whose diversity reflects that of the Australian population, our customers.

WHAT IS DIVERSITY AT ASX?

Diversity at ASX 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. Diversity at ASX is about the commitment to equality and treating all individuals with respect.

GENDER DIVERSITY

ASX has a strong commitment to gender diversity. A strong female participation rate is represented at all levels of the organisation including Senior Management and Directors of the Board. When considering new Director appointments for the Board and its Committees, ASX aims for a balance of skills and background.

Gender diversity will continue to be a key strategic focus for ASX in the coming years with the introduction of gender diversity objectives, following the recommendations of the Corporate Governance Council in 2010, adopted from 1 January 2011. The Nomination and Remuneration Committee is responsible for assessing on an annual basis, the achievement against gender diversity objectives including representation of women at all levels of the organisation.

This increased focus on diversity at all levels of the business will reinforce the importance of equality in the workplace, which is facilitated by ASX's culture of decisions based on merit for internal promotion, leadership development and flexible work practices.

ASX was awarded the Employer of Choice for Women citation in 2008, 2009, 2010, 2011 and 2012 in recognition of its commitment to identifying and eliminating barriers for development and career progression for employees within the organisation.

WORK AND LIFE FLEXIBILITY

The Balance@ASX initiative was launched at ASX in 2009 to assist employees in achieving a holistic balance between work and life. The initiative is about engaging staff in the business through talent development and career opportunity, creating flexibility in work practices, and supporting family and personal choices. The initiative focuses on practices designed to assist all employees regardless of gender, age, sexual orientation, background, religion or family responsibilities.

ASX's flexible work initiatives assist employees with carer responsibilities as well as employees looking to transition towards retirement. The internal promotions culture is merit based allowing employees to be considered for promotion and secondment opportunities based on experience and what they can bring to the role.

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