Diversity policy

Keybridge Capital Limited

ACN 088 267 190 (**Company**)

1. Promoting diversity

This document outlines Keybridge Capital Limited's (the **Company**) policy on diversity that has been adopted by the Board.

The Company is committed to promoting workplace diversity and recognises that diversity drives its ability to:

- attract, retain and develop talent;
- be more innovative, flexible and to better respond to the needs of its shareholders; and
- continue to improve its market position.

The Company's objective is to promote a culture that draws on the diverse and relevant experience, skills, expertise, backgrounds and perspectives of its directors and employees.

2. Gender diversity objectives

The Company recognises the importance of gender diversity and already has females represented on its Board and management team.

The strategies outlined below aim to ensure that gender diversity continues to be promoted at the Company.

The Board in consultation with the Nominations Committee will:

- set measurable objectives to promote gender diversity and review the objectives on an annual basis;
- evaluate the Company's performance against the set measurable objectives as part of the annual review of the effectiveness of this Policy; and
- review the proportion of women across the Company at least annually.

The Company will promote greater transparency on its diversity profile by disclosing in its annual report each year:

- a summary of its measurable objectives and performance against those objectives; and
- the proportion of women across the Company, including at senior executive and board level.

3. Principles

The focus on diversity at the Company reinforces the importance of equality in the workplace.

The Company ensures that its employees are rewarded and promoted based on assessment of individual performance, capability and potential. The Company's internal promotion and recruitment decisions are based on merit, taking into account the person's skills, expertise, experience and background.

4. Review of Policy

The Board, in consultation with the Nominations Committee, will review the effectiveness of this Policy annually.

Approved and adopted

This diversity policy was adopted by the board on 27 May 2011.

Date 27 May 2011

Signed

Chairperson of the board of directors
of Keybridge Capital Limited