

1. Introduction

Easton Investments Limited (the **Company**) recognises the value of attracting and retaining staff with different backgrounds, perspectives and experiences, including assisting it to attract and retain talented people and to foster business performance improvements.

The Company is committed to providing an inclusive workplace that embraces and promotes diversity at all levels of the Company.

Diversity includes, but is not limited to, gender, age, ethnicity, cultural background, disability and sexual orientation.

The Company strives to create and maintain a diverse and supportive working environment, where:

- there is tolerance of difference;
- the ability to access opportunities within the Company is based on merit;
- structures and policies are in place to assist employees to balance their work and family commitments; and
- employee engagement and morale are maintained at the highest possible levels.

2. Measurable Objectives

Due to the Company's size and relatively new Board structure, EQF does not propose the implementation of measurable objectives at this stage of the Company's development

3. Policy Review

The Remuneration Committee will conduct an annual review of the effectiveness of this policy and make recommendations to the Board regarding any required changes to it.

Approved by the Board **12 Sept 2012**