

DIVERSITY POLICY

1. Introduction and purpose

- 1.1. Diversity encompasses all characteristics that make individuals different from one another. It includes, but is not limited to race, religion, ethnicity, gender, sexual orientation, disability, age and cultural background.
- 1.2. At URB Investments Limited (“URB” or the “Company”), we believe that a commitment to equality and treating all individuals with respect are the cornerstones of achieving diversity.
- 1.3. This policy has been prepared to formalise the Company’s commitment to maintaining an inclusive culture that provides equal access to opportunities to all current and prospective employees and directors.

2. Policy

- 2.1. URB understands that each individual brings unique skills and capabilities to their work, driven by the diverse blend of experiences and social and cultural background that has shaped them. We recognise that the success of our business is a reflection of the skills and quality of URB’s people, including Board members and employees, and the skills and qualities of individuals within those businesses that provide services to URB. Getting an appropriate mix of skills, experience and perspective will better enable URB to maximise returns to the Company’s shareholders, and optimise the experience of all other stakeholders when interacting with URB.
- 2.2. The Company is therefore committed to creating a workplace environment and culture that:
 - a) is free of discrimination;
 - b) is conducive to attracting and retaining people from a broad experience base;
 - c) rewards performance;
 - d) provides opportunities that allow individuals to reach their full potential irrespective of background or difference; and
 - e) is understanding of each individual’s personal circumstances.
- 2.3. When appointing individuals to the organisation, the most suitably qualified candidates will be selected.
- 2.4. When promoting individuals within the organisation, the most suitably qualified candidates will be selected.
- 2.5. When appointing consultants, advisors and other external service providers, the most appropriate individuals or businesses will be selected.

3. Gender Diversity - Objectives, Measurement and Disclosure:

- 3.1. The Board will establish measurable objectives for addressing gender diversity that are consistent with ensuring the long term success of the Company and wellbeing of its employees and other stakeholders.
- 3.2. Measurement of progress in achieving the objectives will be carried out on a regular basis (at least annually) by the Board.
- 3.3. The Board will annually assess the objectives as to whether they remain appropriate and adequate for the Company, and also annually assess the progress made toward achieving them. URB will comply with its reporting obligations under the ASX Listing Rules and other legislation as appropriate from time to time.