

Diversity Policy

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1. INTRODUCTION

1.1 Commitment to diversity

Shine Justice Ltd ACN 162 817 905 (Company) is committed to:

- (a) promoting diversity at all levels of the Group by establishing measurable objectives for achieving diversity; and
- (b) keeping shareholders informed of the Company's progress towards implementing and achieving its diversity objectives.

1.2 Purpose

The purpose of this policy is to outline the Company's commitment to fostering a culture that embraces diversity, with a view to attracting, retaining and motivating employees from the widest possible pool of available talent at all levels of the Group. This policy also outlines a process by which the Board will set measurable objectives and procedures. The Company will implement and report against the measurable objectives and procedures set by the Board.

This policy is consistent with the Group's Values:

Always stand up for the little guy

- We stand up for the underdog, giving a voice to those who would otherwise be unheard.
- We are tenacious and never, ever give up.
- We pride ourselves on not shying away from the tough cases.

Dare to be different

- We are not your typical law firm, we follow our own path.
- We believe the impossible can be achieved.
- We challenge the status quo in our pursuit of justice for our clients.

Ahead of the pack

- We look to the future for tomorrow's opportunities.
- We pioneer new ways.
- We are leaders rather than followers.

2. DIVERSITY

2.1 What is diversity?

Diversity includes, but is not limited to, diversity of gender, marital or family status, sexual orientation, age, ethnicity, religious beliefs, cultural or socio-economic background, perspective, ability and experience.



2.2 Culture

- (a) The Company aims to actively promote a culture that supports diversity in the workplace, in the composition of its Board and senior management and throughout the Group.
- (b) A culture that embraces diversity encourages and facilitates opportunities for the employment, or nomination to the Board, of women and persons from different backgrounds, provides skills and career development initiatives, increases workforce participation and creates an inclusive environment where employees feel they are valued. In building a culture where diversity is encouraged, the Company also recognises that employees at all levels have responsibilities outside of the workplace, including but not limited to domestic and parental responsibilities.
- (c) The Group acknowledges the known benefits that flow from advancing employee and Board diversity. These benefits include identification and rectification of gaps in the skills and experience of employees, enhanced employee retention, greater innovation and maximisation of available talent to achieve Group goals and better financial performance.
- (d) The Group is committed to creating a work environment that promotes good working relationships, where everyone in the workplace is treated fairly and with courtesy, dignity and respect, free from unlawful discrimination, harassment, vilification and bullying. Unlawful discrimination, harassment, vilification, bullying or other unacceptable conduct are not tolerated.
- (e) The Group strives to ensure it has effective policies and processes to minimise the risk of breach of the duty to take reasonable and proportionate measures to eliminate workplace sexual harassment, sex-based harassment, sex discrimination, hostile work environments and victimisation.
- (f) By focusing on diversity, the Group aims to promote an environment that is conducive to the appointment of suitably qualified employees, senior management and Board candidates so that there is appropriate diversity to support the attainment of the goals of the Group.

2.3 Diversity commitments

- (a) In order to foster an environment where employee and Board diversity are achievable and maintainable, the Company will implement the following diversity commitments:
 - (i) the Board will review and decide on, as frequently as required, a Diversity profile that meets the particular needs of the Group, including identifying the skill, experience and expertise requirements set for the Board and senior management necessary to effectively oversee its business and achieve its goals;
 - (ii) the Board will ensure that the diversity profile is taken into account:
 - (A) in the selection and appointment of senior management and Board candidates;
 - (B) to expand the pool of qualified candidates to select from, including through the use of a professional intermediary to assess candidates; and
 - (C) to promote appointments under the diversity profile, and as deemed appropriate; and
 - (iii) the Board will identify and consider programs and initiatives that:
 - (A) develop a more diverse and broader pool of skilled and experienced Board candidates, including initiatives focused on skills development, such as executive mentoring programs or more targeted practices for career advancement including those that develop skills and experience for senior management or Board positions;
 - (B) enhance employee retention, including programs that foster career development and personal skills and, where possible, initiatives that address competing demands between work and other obligations; and



- (C) minimise career disruption when employees take time out of the workplace to meet other obligations and attempt to re-enter the workforce, and
 - (D) where reasonable, possible and in line with the needs and objectives identified by the Diversity profile, facilitate or permit employees to access these programs or initiatives.
- (b) While the key focus of this policy is to promote the role of women within organisations, the Company recognises that other forms of diversity are also important and will promote and facilitate a range of diversity initiatives throughout the Group beyond gender diversity.

2.4 Implementing diversity commitments

The Board will ensure that appropriate procedures and measures are introduced, and responsibilities delegated to the Nomination and Remuneration Committee to ensure that the Company's diversity commitments are implemented appropriately.

3. MEASURABLE OBJECTIVES

3.1 Setting measurable objectives

- (a) The Board will set measurable objectives for achieving diversity under 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.
- (b) The measurable objectives will identify ways and, where applicable, specify benchmarks against which the achievement of diversity in the workplace is measured, in order for the Board to assess and report annually on the Company's progress towards achieving its diversity goals.

3.2 How will the measurable objectives be decided?

To set meaningful objectives, the Board will assess its current diversity levels and identify any gaps. Measurable objectives will be tailored to improve diversity in areas where most improvement is needed.

3.3 Types of measurable objectives

The Company acknowledges that there are a number of different types of measurable objectives which may be implemented to meet its diversity goals, including:

- (a) procedural and structural objectives – for example, implementing internal review and reporting procedures or ensuring that candidates are interviewed;
- (b) diversity targets – setting targets for the number of women throughout the Group or to increase the proportion of women within senior management positions and implementing timeframes for this to occur by; and
- (c) 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.

3.4 Periodic review

As part of the commitment to achieving and maintaining effective diversity policies, the Board will perform regular reviews of the changes in diversity throughout the organisation.



3.5 Measurable objectives as key performance indicators

The Board will consider the extent to which the achievement of these measurable objectives will be tied to key performance indicators for the Board and senior management.

4. ANNUAL DISCLOSURE TO SHAREHOLDERS

4.1 Purpose of reporting

- (a) The Company acknowledges that reporting to shareholders on its diversity profile and diversity objectives facilitates greater transparency and accountability on diversity matters and that this reporting and transparency has been endorsed by the Board.
- (b) It is anticipated that shareholders will have greater confidence in the Company and the Board if they are fully informed of the diversity policies and the measurable objectives which have been implemented to facilitate the performance of the Group.

4.2 What will be reported?

- (a) As part of its annual reporting requirements to shareholders, the Company will disclose the measurable objectives set by the Board for achieving diversity under the diversity profile and will report on its progress against those objectives. A copy of the measurable objectives may also be published on the Company's website from time to time.
- (b) A component of the Company's disclosure on diversity in its annual report will also include information about:
 - (i) the proportion of women employees in the Group;
 - (ii) the proportion of women in senior management positions; and
 - (iii) the proportion of women on the Board.
- (c) The Board will work out the most appropriate method to present this information to ensure that it is accurate and does not falsely represent the participation of women and men within the Group both in terms of the number of members and types of roles, and in terms of part-time and casual compared with full-time equivalent categories of employees.

4.3 Board selection process

The Company is also committed to achieving greater transparency of the Board candidate selection and nomination process and may include in its annual report information about the mix of skills and diversity which the Board is looking to achieve in membership of the Board. Aspects of this policy will apply to this process.

4.4 Responsibility

The Nomination and Remuneration Committee is responsible for the ultimate Board composition and selection.



5. INTERNAL REVIEW

An internal review of this policy will be undertaken by the Nomination and Remuneration Committee as required to ensure that it remains relevant and appropriate to the Group, to consider its effectiveness and recommend changes to correct any identified deficiencies.

6. MISCELLANEOUS

6.1 Review of policy

- (a) This Policy was originally adopted on 28 March 2013 and was last reviewed by the Board on 21 August 2023.
- (b) The Board will review this Policy on an annual basis. External reviews of this policy may also be undertaken at the request of the Board.

6.2 Publication of policy

A copy of this policy (or a summary of it) will be made available on the Company's intranet and external website and to ASX if required.

6.3 Endorsement

The Company is committed to this policy and its implementation and to ensuring that diversity is achieved throughout the Group.

7. DEFINITIONS AND INTERPRETATION

7.1 Definitions

In this policy, the following terms have these meanings:

Term	Definition
ASX	ASX Limited ACN 008 624 691 or the securities exchange operated by it (as the case requires)
Board	The board of Directors of the Company
Company	Shine Justice Ltd ACN 162 817 905
Corporations Act	<i>Corporations Act 2001</i> (Cth)
Director	A director of the Company
Diversity	The meaning given to that term in paragraph 2.1
Group	The Company and any subsidiary or related body corporate
Nomination and Remuneration Committee	The Nomination and Remuneration Committee established by the Board



7.2 Interpretation

Terms not defined in this policy which are given a meaning in the Corporations Act have the same meaning as in the Corporations Act.