

CORP 350 00 Diversity Policy

Purpose	To establish a policy for CGL on diversity in compliance with the ASX Corporate Governance Principles and Recommendations on diversity.										
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Definitions	<p>ASX <i>means</i> Australian Securities Exchange</p> <p>CGL <i>means</i> Coventry Group Ltd and its subsidiaries</p> <p>Diversity <i>means</i> within CGL all things that encompass gender, race, ethnicity, cultural background, age, language, physical abilities and religious beliefs</p>										
Policy/Objectives	<p>CGL is committed to a work environment that values and promotes diversity. Encouraging and fostering diversity enables CGL to attract people with the best abilities and attributes and develop a workforce which is best placed to deliver value to our shareholders, customers and community in which we operate.</p> <p>Benefits of diversity include a broader pool of high quality candidates and employees and improved employee retention.</p> <p>This policy supplements CGL's employment practices and procedures as well as our Code of Conduct and outlines our commitment to improving diversity in the work place.</p> <p>To achieve CGL's commitment to improving diversity within the Company a number of programs and initiatives will be developed. Such initiatives with measurable objectives may include:</p> <ul style="list-style-type: none"> - a diverse and skilled workforce with a view to increasing representation of women across the Company - develop mentoring programs and network opportunities - ensure recruitment and selection practices reflect the principle of diversity and encourage a diverse candidate pool for appointments at senior level 										

	<ul style="list-style-type: none"> - supporting promotion of talented women in management positions - creating a work environment that values and utilises contributions of employees with diverse backgrounds, experiences and perspectives. 															
Responsibility and Monitoring	<p>In accordance with ASX Corporate Governance Principles and Recommendations, the Board through its Nomination Committee will establish measurable objectives on diversity in line with CGL's circumstances and the industries in which it participates. It will assess and report to the Board on CGL's progress towards achieving the measurable objectives on an annual basis. The Nomination Committee will be assisted by management who will implement various diversity initiatives, review progress in achieving them and report to the Nomination Committee and make recommendations as appropriate.</p> <p>Progress made against the objectives set will be included in CGL's annual report to shareholders.</p>															
Related Policies	<p>CGL's Code of Conduct (HR001 00) and Equal Employment Opportunity Policy (HR 700 00).</p>															
Policy History	<table border="0"> <thead> <tr> <th style="color: red;">Description</th> <th style="color: red;">Reference #</th> <th style="color: red;">Date</th> </tr> </thead> <tbody> <tr> <td style="color: red;">Original Policy</td> <td>Board of Directors</td> <td>25.11.11</td> </tr> <tr> <td style="color: red;">Revision # 1</td> <td></td> <td></td> </tr> <tr> <td style="color: red;">Revision # 2</td> <td></td> <td></td> </tr> <tr> <td style="color: red;">Next Review Due</td> <td></td> <td></td> </tr> </tbody> </table>	Description	Reference #	Date	Original Policy	Board of Directors	25.11.11	Revision # 1			Revision # 2			Next Review Due		
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