

Academias Australasia Group Limited ('AKG') (ACN 000 003 725):

Diversity and Inclusion Policy

Diversity refers to all the characteristics that make individuals different from each other. It includes characteristics or factors such as religion, race, ethnicity, language, gender, sexual orientation, disability, age or any other area of potential difference.

Inclusion refers to the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalised, such as those who have physical disabilities.

AKG is committed to diversity and inclusiveness, and to providing an environment in which employees have equal access to opportunities, are treated with fairness and respect, and are not judged by unlawful or irrelevant reference to their attributes. This commitment enables AKG to attract and retain people with the best skills and abilities.

The AKG workforce comprises many individuals with diverse skills, values, backgrounds and experiences. They have a wide range of qualifications and experience and come from more than 20 countries.

AKG has a strong commitment to gender diversity which is demonstrated by an almost equal representation of female and male employees across the AKG Group. High female participation is reflected at all levels of the organisation including among senior group executives and the Board. This policy does not favour men over women or vice versa - ie. AKG does not favour or discriminate against females or males.

AKG's objective is to have a diverse and skilled workforce and a work environment that values and utilises the contributions of employees from diverse backgrounds, skills, experiences and perspectives. Another objective is to have an equal balance of male and female employees (excluding academic staff), and at least 30% of Board and senior group executives being female.

Each year the numbers will be assessed against these targets.

AKG is compliant with the Workplace Gender Equality Act. A copy of the compliance certificate is on the Corporate page of the Company's website: www.academies.edu.au. The reporting dates are between 1 April and 31 May each year.

The Board reviews the Company's policy on diversity and inclusion, annually.