

## **HOTEL PROPERTY INVESTMENTS DIVERSITY POLICY**

### **1 Approach to diversity**

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Hotel Property Investments (“**Company**”) has a strong commitment to diversity and seeks to promote an inclusive culture where people are encouraged to succeed to the best of their ability.

The Company values the competitive advantage that diversity brings. The Company understands that promoting diversity ensures we have access to 100% of the available talent when recruiting; promotes innovative and creative solutions; and that we reflect and relate to our community, investor and customer groups, which will underpin the achievement of the Company’s goals.

The Company’s commitment to diversity means that it works continuously to ensure an environment that is supportive of equal opportunity and equal access to career development, remuneration and benefits through the implementation of practices, procedures and policies which support, among other matters, diversity.

Diversity is about recognising and valuing the contributions of people from different backgrounds, with different perspectives and experiences. Diversity includes but is not limited to gender, age, disability, ethnicity, religion and cultural background.

### **2 Policies and practices**

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The Company, in its efforts to support diversity, continues to develop practices and policies covering:

- (a) recruitment, selection and promotion; and
- (b) flexible work practices including parental leave.

These practices and policies supplement other Company policies including the Company’s code of conduct, which addresses the prevention of discrimination and harassment.

### **3 Measurable objectives**

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Gender diversity is important to the Company’s diversity strategy, and increasing the representation of women is a focus of the Company.

Whilst the Company notes the ASX Principles and Recommendations, it recognises that the Company has a small team of directors and employees, and as such the Board has determined that it will not set benchmarks for gender diversity, and will not report against its progress to achieve any measurable objective. The Company remains committed however, to ensuring that the best candidates both at a Board and employee level are appointed as opportunities arise regardless of gender, beliefs or racial background.