



# ARENA REIT DIVERSITY AND INCLUSION POLICY

May 2024

## 1. Our Policy

Arena REIT Limited and its related bodies corporate (Arena) aims to create an inclusive workplace in which diversity is recognised, embraced and respected.

This policy applies to all directors, employees and contractors of Arena.

We believe there are many corporate benefits to be derived by Arena in fostering and more importantly, achieving and maintaining a diverse and inclusive workplace, including:

- (a) ensuring that a range of different perspectives can be brought to the table when reviewing and considering issues;
- (b) fostering a culture of anti-discrimination;
- (c) finding new and innovative solutions for the benefit of Arena and our investors;
- (d) assisting with employee retention and employee engagement strategies;
- (e) enabling us to connect more effectively with our stakeholders; and
- (f) meeting our stakeholders' expectations regarding environmental, social and governance practices.

## 2. Our Commitment

We will embrace, encourage and value the contribution of all employees irrespective of difference in terms of gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, cultural background, socio-economic background, perspective and experience.

We will seek to identify and eliminate practices and procedures which may unconsciously impede achievement of diversity goals.

We will not tolerate discrimination, harassment, vilification or victimisation in the workplace.

## 3. Our Objectives

Arena is committed to ensuring that recruitment and selection practices at all levels (from the board downwards) are appropriately structured so that a diverse range of candidates are considered and to protect against any conscious or unconscious biases that might discriminate against certain candidates.

Through continued focus on equality of access to employment, development and promotion opportunities using merit based recruitment, selection and development practices we aim to:

- improve the representation of women in the senior levels of our organisation;
- continue to engage a diverse workforce across age, ability, gender, sexual orientation, gender identity, cultural, religious, ethnic, socio-economic and educational backgrounds;
- support and encourage on-going career development opportunities for all employees; and
- promote fairness and parity across our organisation.

We will also endeavour to support flexible working arrangements for employees at all levels to enable them to balance personal and work responsibilities for the continued success of the business.

#### 4. Review

We will review this policy periodically to assess that it is operating effectively and to consider whether any changes are required to the policy.

## Contact

Arena REIT Limited ACN 602 365 186  
Level 32, 8 Exhibition Street  
Melbourne Victoria 3000

Any questions may be directed to:  
Company Secretary  
E: [info@arena.com.au](mailto:info@arena.com.au)  
T: +61 3 9093 9000  
Freecall: 1800 008 494

Postal address:  
Locked Bag 32002  
Collins Street East  
Melbourne Victoria 8003

[www.arena.com.au](http://www.arena.com.au)