



Property for Industry Limited
Diversity and Inclusion Policy

November 2023

Last reviewed: November 2023

Diversity and Inclusion Policy

PFI's Board of Directors (the *Board*) believes that a diverse workforce is essential for PFI to be able to deliver its strategic objectives and continue to meet its responsibilities to its customers, its employees, the communities in which it works, and its shareholders. PFI seeks to remove perceived or tangible barriers to becoming part of the PFI team, treat everyone fairly and respectfully, and provide equal opportunities based on performance and potential.

The Board is committed to providing a work environment where:

- diversity, together with different skills, abilities and experiences, is recognised and valued; and
- employees are treated equitably and fairly in order that talented people who will contribute to the achievement of our strategic objectives are attracted to work for PFI and are able to be retained.

Under the Board Charter, the Board is responsible for:

- ensuring that it has the skills, experience, knowledge, diversity and perspective to fulfil its purpose and responsibilities;
- ensuring that succession and development plans are in place for the executive team to ensure the right mix of skills, experience, knowledge, diversity and perspective for the future; and
- promoting and cultivating a culture which celebrates diversity and inclusion.

Diversity may be represented in (but is not limited to) background, experience, thinking and approach, as well as culture, ethnicity/nationality, gender, sexual orientation, age, disability or religion. We encourage a working environment in which individual diversity is recognised and respected.

PFI strives to create an environment in which all our people are given the chance to achieve their full potential and in which development opportunities, tools and promotions are based on merit. Our recruitment policy is to employ the best person for a job. Selection will be on the basis of an objective process that matches skills, experience, qualifications and potential to the requirements of the job while also considering diversity.

The Board, in consultation with the executive team, will annually review and approve measurable objectives for achieving diversity and assess progress in achieving them.