

**ARGO GLOBAL LISTED INFRASTRUCTURE LIMITED**  
**DIVERSITY POLICY**

**1. PURPOSE**

Argo Global Listed Infrastructure Limited (ALI) is committed to being an inclusive workplace that values and promotes equal employment opportunity and diversity.

The Company aims to be a provider of a working environment which is free of unlawful discrimination, unlawful harassment, bullying or victimisation. The Company recognises that diversity is an asset and ensuring a diverse and inclusive workforce contributes to the Company's business success.

**2. SCOPE**

The Company's operations are managed pursuant to a Management Agreement with Argo Service Company Pty Ltd (ASCO or Manager). The Manager provides services to the Company including general management, portfolio management, financial reporting, company secretarial support, marketing and other administrative matters. As a consequence the Company has no employees at the present time.

This Policy applies to the Company's Board of Directors.

**3. WHAT IS EQUAL EMPLOYMENT OPPORTUNITY?**

Equal employment opportunity is concerned with the provision of equal access to jobs, benefits and services for employees and prospective employees in the workplace. The aim of equal employment opportunity is to ensure fair and equitable outcomes in all areas of employment.

**4. WHAT IS DIVERSITY?**

Workplace diversity encompasses the acceptance and respect of the variety of characteristics that make individuals different from each other in an organisation. Diversity includes but is not limited to; ethnicity, gender, sexual orientation, age, physical abilities, family status, religious beliefs, perspective, experience or other ideologies.

**5. OBJECTIVES**

The Company's recruitment process is designed to ensure that the best qualified candidates are selected who will enhance and provide ongoing benefits to the Company's performance. When recruitment is undertaken, a diverse range of candidates are considered, with the final selection based on merit. To assist the Board to identify areas of focus and to ensure an appropriate mix of skills, experience and expertise, it utilises a Board skills matrix. The Company will also consider the diversity of its current Directors when seeking qualified candidates.

## **6. GENDER DIVERSITY AND MEASUREMENT OF PROGRESS**

The Company has a strong commitment to gender diversity.

The Company recognises that the promotion of gender diversity is associated with better financial performance. In addition, gender diversity can broaden the pool for recruitment, enhance retention, support the Company's image and reputation and encourage greater innovation.

In accordance with the ASX Corporate Governance Principles and Recommendations, the Board establishes measurable objectives including appropriate numerical targets for achieving gender diversity that are in line with the Company's circumstances and industry. The Company will review its progress in meeting these objectives each year.