

Diversity and Inclusion Policy

February 2018

DIVERSITY AND INCLUSION

We see diversity as a source of strength. The more different perspectives we have, the better equipped we'll be to meet the demands of our diverse global customer base.

We want every person who joins our team, every customer and every supplier to feel welcome. We believe in equality for everyone, regardless of age, ethnicity, gender identity, race, religion, disability or sexual orientation. That applies throughout our company, around the world with no exceptions, regardless of differences.

We will hire, develop, reward, promote and retain people purely on the basis of their talents, commitment, potential and the results they achieve. We will work hard to make sure everyone is included within our organisation, removing barriers and obstacles to give everyone an equal opportunity to succeed.

Gender Diversity Measureable Objectives	
Objectives	Measurement
1) Building on the 12 Quick Wins, work with an external partner to draw up an appropriate, global strategic plan for D&I over the next five years	Plan to be defined and communicated to all employees
2) Evaluate employee opinion of Computershare's progress towards greater diversity and inclusion, with the aim of increasing scores	Feedback to be evaluated from scores in the annual global employee survey
3) Work towards our goal of a minimum 30% female representation at senior levels (Direct reports of CEO and Company Executive) by 2020	To be measured using statistics from our employee records
4) Increase the amount of flexible working arrangements in place across the company	To be measured using statistics from our employee records
5) Maintain the number of women returning from maternity leave at 80%+. Additionally, measure and report on the retention of these women in the three years after return	To be measured using statistics from our employee records
6) Increase the number of staff filling internal vacancies through appropriate training, development and awareness of the opportunities	To be measured using statistics from our employee records