



**MARINER**

Change creates value.

CORPORATION  
LIMITED

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## **DIVERSITY STATEMENT 2012**

Mariner Corporation Limited (the Company) is committed to providing an inclusive workplace and recognizes the value that a workforce made up of individuals with diverse skills, values, backgrounds and experiences will bring to the Company. At the core of the Company's diversity policy is a commitment to equality and respect.

Workplace Diversity involves recognising the value of individual differences and managing them in the workplace. Diversity in this context covers race, gender, education, physical ability, age, cultural background, sexual orientation, religious belief and family responsibility.

Diversity management benefits individuals, teams, our company as a whole, and our shareholders. We value such diversity at all levels of the company in all that we do. Managing diversity makes us more creative, flexible, productive and competitive.

Mariner Corporation Limited strives to create and foster a supportive and understanding environment in which all individuals realise their maximum potential within the company, regardless of their differences. We recognise the importance of reflecting the diversity of our shareholders, customers, and markets in our workforce.

### **Recruitment:**

Mariner Corporation Limited is open to recruiting people from all backgrounds, as employees from many different cultural, linguistic and national backgrounds would provide the Company with valuable knowledge for understanding complex international markets.

Each employee brings their own unique capabilities, experiences and characteristics to the workplace. The Company recognizes a talented and diverse workforce can contribute to competitive advantage, and the Company's business success will be a reflection of the quality and skill of our people. Mariner Corporation Limited is committed to seeking out and retaining the finest human talent to ensure maximum business growth and performance.

We are committed to employing the best people to do the best job possible.

### **Career development and promotion:**

Mariner Corporation Limited rewards excellence and all employees are promoted on the basis of their performance. All managers are trained in managing diversity to ensure that employees are treated fairly and evaluated objectively.

**Diversity:**

All employees undergo diversity training. Diversity training encompasses raising awareness about issues surrounding diversity and developing diversity management skills. Mariner Corporation Limited aims to continuously provide a safe and pleasant environment for our employees.

We offer:

- Flexible working time arrangements
- Employee education assistance
- Employee network and support groups
- Open communications with Senior Management

**Role of the Board and Company Secretary:**

The Company Secretary will monitor and report annually to the Board on:

1. the progress and effectiveness of this Policy;
2. recommendations for gender and other diversity objectives; and
3. recommendations for amendments to the Policy.

The Board is responsible for:

1. Selection of new non-executive board members.
2. Annual assessment of both the gender diversity objectives and progress in achieving them;
3. Reviewing, at least once per year, this Policy to determine its adequacy for current circumstances and approving amendments where required; and
4. Implementing, monitoring and reporting on the measurable objectives allowing employees who have valuable skills and a good working knowledge of the company's operations continuing employment in a consulting, part-time role or even on a casual basis objective.

The Board will review progress against the objectives as a key performance indicator in its annual performance assessment.

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