

## ■ DIVERSITY POLICY

### 1. Introduction

1.1 Investore Property Limited (**Investore**) believes that diversity is an essential component of a successful business and acknowledges and values the role that diversity plays in strengthening Investore and its performance. Investore has adopted this Diversity Policy (**Policy**) to attract and retain a range of skills, backgrounds, and ideas within Investore.

### 2. Investore's commitment to diversity

2.1 Investore is committed to promoting diversity on its Board by attracting, developing, promoting and retaining the highest calibre of Directors from a diverse pool of individuals.

2.2 Investore recognises that the diversity in skills, backgrounds, and ideas will foster a culture where individuals thrive and performance of Investore is enhanced. Opportunities within Investore will not be influenced, either actively or passively, by discrimination of any kind.

2.3 Investore does not have any employees, but engages a manager, Stride Investment Management Limited (**Manager**), to manage its business. Accordingly, diversity and inclusion within the Manager's operations is valued by Investore, with the Board having an interest in the Manager's approach and achievement of its diversity objectives.

### 3. Diversity Statement

3.1 Investore believes that embracing diversity is essential to the achievement of its long term strategy and commercial success.

3.2 Investore's beliefs on diversity are anchored around diversity of thought and includes those differences in people arising from their respective experiences, capabilities and backgrounds.

3.3 Investore believes that diversity embodies a wide range of individual attributes, including gender, cultural background and ethnicity, marital status, age, political opinion, sexual orientation, ethical belief, disability, family status, race, religious belief and colour.

3.4 Investore's Policy reflects the following principles:

- a) **Merit** – individuals are evaluated based on their individual skills, performance and capabilities;
- b) **Fairness and Equality** – Investore does not tolerate any unlawful discrimination or harassment of any kind, including, but not limited to, in recruitment, promotion and remuneration;
- c) **Promotion of Diverse Ideas** – Investore values diversity in skills, backgrounds, and ideas which come from a diverse workforce; and

- d) **Culture** – Investore believes that diversity is a strong contributor to a rich workplace culture where individuals are free to be themselves and thrive.

#### 4. Objectives

- 4.1 Annually Investore will set measurable objectives for achieving diversity to ensure effective implementation of the Policy.

##### Implementation of the Policy

- 4.2 The Board and the Manager will be responsible for the implementation of the Policy. Included in its duties, the Manager will be responsible for:
  - a) providing the Board with an annual report on the implementation of the Policy and its performance against its annual measurable objectives; and
  - b) providing the Board with an annual update on the diversity strategy of the Manager, and the Manager's performance against its own diversity objectives.
- 4.3 Key metrics (including those required by stock exchange rules or legislation) will be published annually in Investore's Annual Report along with commentary from the Board on the achievement of Investore's diversity initiatives and measurable objectives.

#### 5. Review of Policy

- 5.1 The Board will review the effectiveness of the Policy on an annual basis.
- 5.2 This Policy was last reviewed and approved by the Board in May 2018.