



Board Diversity Policy

MLC Nominees Pty Limited
PFS Nominees Pty Limited
NULIS Nominees (Australia) Limited
(the 'Trustees')

Policy Administration Information Schedule

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Responsibility for maintaining this document	OTT
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Overview

The Trustees have had regard to the NAB Group Diversity and Inclusion Policy in developing its policy.

The Trustees recognise that a Board which has talented and diverse members is a key competitive advantage. Our Board's success is a reflection of the quality and skill of its members. The Trustees are committed to seeking out and retaining the best talent for its Board to ensure high performance which will ensure that the Board is acting in the best interests of RSE members.

We recognise that each Board member brings their own distinct capabilities, experiences and characteristics to their role. We value such diversity. Diversity may involve, for example, ethnicity, gender, language, age, sexual orientation, religion, experience, and thinking styles.

We believe that a wide array of perspectives that results from diversity promotes innovation and business success. Such diversity makes our Board more creative, flexible, productive and competitive.

Policy Statements

2.1 Board Recruitment

The Trustees believe that appropriate candidates for the Board should be considered for appointment by reference to the merits of each candidate and in particular their skills having regard to life experiences the candidate will bring to the Board.

We are committed to appropriate diversity through the development of measurable objectives by the Board that will provide the framework for achieving their progressive realisation. Although we advocate greater transparency and measurability, we do not endorse female participation quotas.

2.2 Our commitment

The Trustees have set an objective that they will aim to maintain at least 30% (currently 42%) of Board positions filled by women. Appointments will be merit based.

We are committed to the Board maintaining its diversity objective and will assess it annually.

We will continually measure and evaluate our diversity position, both internally against our targets and against appropriate external benchmarks and standards.