



DIVERSITY POLICY

REEF CORPORATE SERVICES LIMITED (RCS) RESPONSIBLE ENTITY OF THE REEF CASINO TRUST (TRUST)

Reef Casino Trust has no direct employees. Reef Corporate Services Limited has a Board of Directors and one direct employee, the Chief Executive Officer.

The board endorses the following approach to diversity adopted by the lessee of The Reef Hotel Casino.

1. Approach

We are committed to developing and retaining an inclusive workplace that embraces and promotes diversity. Our diversity encompasses differences in ethnicity, gender, language, age, sexual orientation, religion, socio-economic status, physical and mental ability, thinking styles, experience, and education. We believe that the wide array of perspectives that results from such diversity promotes innovation and business success. Managing diversity makes us more creative, flexible, productive and competitive.

We value the unique contributions of people with diverse backgrounds, experiences, and perspectives, as it is a reflection of our patrons and guests. As an Employer of Choice, our objective is to recruit, develop and retain a talented, motivated and diverse workforce who shares our values.

Our approach to diversity is underpinned by the following key principles:

- we reward and promote our employees based on the assessment of the individual's performance, capability and potential. We are committed to provide opportunities that allow employees to reach their full potential irrespective of individual backgrounds or difference;
- to continue to develop a diverse workforce, as it is necessary to the delivery of our overall business strategy;
- to increase the number of women performing senior roles;
- continue to assist indigenous Australians to access employment opportunities through our company;
- provide people with a disability employment opportunities and career advancement;
- advertising positions to reach a broader group of people;
- developing selection criteria that do not indirectly disadvantage people from employment opportunities.

2. Role of the Board of the Responsible Entity

The Board's role is to:

- Establish measurable objectives for achieving gender diversity of the board and executives of the responsible entity;
- Complete an annual assessment of these objectives and the progress made towards achieving them.

Approved by Board 22 February 2024