



Monday 30 July 2018

ASX ANNOUNCEMENT

DIVERSITY POLICY 2018

The Board of the Company approved the following Diversity Policy on 27 July 2018.

This policy and other compliance policies of the Company may be found on the company's web site;
www.a1investments.com.au.

A1 INVESTMENTS & RESOURCES LTD



Charlie Nakamura
Managing Director

DIVERSITY POLICY 2018

INTRODUCTION

A1 Investments & Resources Limited ("the Company") has epitomised diversity from its inception as China Century Limited, with a majority of our shareholders, directors and management being Taiwanese, Chinese and ethnic Chinese Australians.

When the Company changed its name to A1 Investments & Resources Limited it remained equally, or indeed more diverse with new Singaporean, Japanese and Japanese Australians as new shareholders, directors and managers, whilst many of the original ethnic Chinese shareholders still remained.

As A1 Investments & Resources Limited the Company has operated a diverse range of investment and food industry related business whilst employing a diverse group of employees. These businesses have further expanded to food production and we remain an employer of diversity, particularly in association with our joint venture partner, Qualipac in Queensland.

In 2018-19 the Company proposes to enter into a long term arrangement with an Aboriginal corporation and to employ directly or indirectly aboriginal persons.

The Company has not however had a formal Diversity Policy.

The purpose of the Code is to assist employees in making decisions related to business conduct. This Code is applicable throughout the Company for all directors and employees, full-time, part-time and contractors.

DIVERSITY POLICY

This diversity policy applies to the Company's board of directors ("Board"), officers and employees.

1. **PURPOSE** The Company has a strong commitment to diversity and recognises the value of engaging contractors and attracting and retaining employees with different backgrounds, knowledge, experiences and abilities.
2. The Board has noted and confirmed that diversity contributes to the Company's business success and benefits individuals, customers, shareholders and stakeholders.
3. Our business policies, practices and behaviours promote diversity and equal opportunity and create an environment where individual differences are valued and all contractors and employees have the opportunity to realise their potential and contribute to the Company's success.

4. **WHAT IS DIVERSITY?** Diversity recognises and values the contribution of people with differences in background, experience and perspectives. The Company is domestically focused with operations throughout Australia, but the company also has international markets and those markets are growing, and the Company is mindful of the different market practices that apply within Australia and internationally. The Company recognises the importance of ethnic and cultural diversity and awareness of that diversity in its management and workforce. The Company recognises that diversity encompasses but is not limited to gender, age, ethnicity and cultural background.
5. **At the Company, diversity means:**
 - a. an inclusive workplace that embraces individual differences;
 - b. a workplace that is free from discriminatory behaviours and business practices including discrimination, harassment, bullying, victimisation and vilification;
 - c. equitable frameworks and policies, processes and practices that limit potential unconscious bias;
 - d. equal employment opportunities based on capability and performance;
 - e. awareness of the different needs of employees;
 - f. the provision of flexible work practices and policies to support employees; and
 - g. attraction and retention of a diverse range of talented people.
6. The Company aspires to achieve the objectives set out in this policy and aims to embed a strong diversity framework within its systems and culture.
7. The Company aspires to achieve the objectives set out in this policy and aims to embed a strong diversity framework within its systems and culture.
8. **Board's Responsibilities.** The Board is responsible for designing and overseeing the implementation of this diversity policy. The directors of the Company will be responsible for promoting diversity within the Company's culture and monitoring the effectiveness of this diversity policy. The Company recognises that it needs to provide management with appropriate guidance in order to foster a value for diversity within its management culture. To achieve this, the Company is committed to providing its management with the appropriate training and resources to understand the benefits of diversity in recruitment strategies and day-to-day management strategies. The Board will also be required to develop initiatives that will promote and achieve diversity goals.
9. The managing director and secretary are responsible for reviewing this diversity policy and will provide the Board with an annual report on the status of diversity within the Company and the effectiveness of this diversity policy in achieving the measurable objectives which have been set to achieve diversity.
10. **Employees' Responsibilities.** All employees are required to act in a manner that supports diversity within the workplace and promotes the objectives set out in this diversity policy. Employees are encouraged to provide feedback to management

regarding programs or initiatives which will improve this diversity policy.

11. **Measurable objectives.** The Board will adopt measureable objectives to assist the Company to achieve gender diversity and review the Company's progress in meeting these objectives and the effectiveness of these objectives each year.



Charlie Nakamura
Managing Director and Chief Executive
Officer



Peter Ashcroft
Executive Chairperson & Company
Secretary

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