



Group Diversity Policy

BlackWall Group

Diversity Policy

Our goal is to build a workforce that reflects the diversity of the communities in which we operate. This means creating a work environment where employee differences such as gender, age, culture, disability and lifestyle choice are valued.

We view diversity as a strategic asset, and believe that the perspectives, experiences and contributions of our people are the source of BlackWall Limited (ASX:BWF) and WOTSO Property's (ASX:WOT) (collectively **Group**) creativity, innovation and business success.

Measures designed to promote diversity at the Group include:

a) Recruitment

The Group recruits people from different backgrounds. We believe that our employees from many different cultural, linguistic and national backgrounds provide us with valuable knowledge and a skilled base in order to improve Company performance.

b) Career Development and Promotion

The Group facilitates equal employment opportunities based on relative ability, performance or potential. This is exemplified by the gender diversity in management. All employees are treated fairly and evaluated objectively.

c) Safe Work Environment

The Group helps to build a safe work environment by taking action against inappropriate workplace and business behaviour that does not value diversity including discrimination, harassment, bullying, victimisation and vilification.

d) Flexibility in the Workplace

The Group has a culture that takes account of domestic responsibilities of its employees.

e) Succession Plans

The Group has an active management program to plan for succession planning in key areas of the business through a cadet program, training and multi-tasking.

f) Monitoring and Evaluation

The Board of the Group is committed to achieving gender diversity in accordance with the diversity policy and monitors the scope and currency of this policy.