



New Energy
Solar

Diversity Policy

24 February 2021



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1. Introduction

New Energy Solar Limited (ACN 609 396 983) (**Company**) recognises the importance of diversity and believes that it creates value for shareholders by fostering innovation, productivity and responsiveness.

2. Purpose

This policy sets out the Company's policy in relation to diversity on the Company's Board.

3. Scope

Given the Company does not have any employees, this policy is only applicable to the Company's Board of Directors.

4. Policy

Administering the Policy

The Board of the Company will be responsible for administering this Policy.

Changes to the Policy

The Board will, annually, review and approve any changes to the Policy which may be required.

Compliance

The Board will collectively implement and monitor the effectiveness of this Policy.

Measurable Objectives

At the commencement of each annual reporting period, in line with this Policy, the Board will establish measurable objectives for achieving diversity on the Board.

Assessment of Measurable Objectives

Throughout the annual reporting period, the Board will review the measurable objectives and its progress in achieving each objective.





Application of the Policy

The Board must ensure:

- a. to include diversity objectives in the Board's recruitment process, annual performance evaluations and succession planning process;
- b. that a diverse pool of qualified candidates is considered in the recruitment process; and
- c. that there will be appropriate female representation on the Board.

Reporting

At the end of each annual reporting period, the Board will review its skills matrix, experience, expertise and assess the extent to which the required skills and Diversity objectives are represented on the Board.

The Company will disclose, in its Annual Report:

- a. The measurable objectives for achieving gender diversity set by the Board in accordance with this policy and the progress towards achieving them; and
- b. The proportion of female Directors on the Board.

