

SPORTS ENTERTAINMENT NETWORK.

DIVERSITY AND INCLUSION POLICY

1. GENERAL PRINCIPLE AND OBJECTIVE

The Sports Entertainment Group Limited (SEN's) business depends on the quality and skill of our people and we believe that a diverse and talented workforce is a key competitive advantage.

The ability to share ideas and to respect and value different perspectives promotes innovative solutions and deliver tangible value for our clients and our company.

We aim to create and maintain a working environment that attracts and retains the best talent and enables all team members to realise their full potential.

2. DIVERSITY AND INCLUSION STRATEGY

SEN is committed to:

- Attracting, developing and retaining the best talent to ensure business growth and performance;
- Ensuring that every member of our team is treated fairly and with respect;
- Valuing differences and the contribution of each team member to delivering business success;
- Creating an environment where people can excel at what they do, without encountering bias or being hampered by race, age, gender, lifestyle choices, religion, culture or disability; and
- Ensuring that all team members and applicants are treated and evaluated according to their job-related skills, qualifications, abilities and aptitudes only.

In order to meet our Diversity and Inclusion commitment SEN are focussed on delivering the following:

Flexible Work Practices

SEN supports flexible work hours to recognise employees' personal commitments outside work. Our employees manage many competing priorities in their personal life and wherever we can, we will accommodate flexible work hour requests where they do not compromise the business needs. SEN also supports requests to work from home, relocations to other interstate and international offices and opportunities for experience in different divisions wherever possible.

Career Progression

SEN is committed to promoting and developing staff from within the organisation. Where new roles are available internal staff are given the opportunity to advance their career and move to different divisions without compromising the operations. SEN have development plans and progression tools that give opportunities for staff to share their career goals and allows SEN to support them in achieving them.

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Leadership Opportunities

SEN has leadership groups at various levels across the organisation that provide continual learning and opportunities to influence decision making across the business. SEN encourage constructive feedback of our staffing group and the ability to make change across the organisation for the better.

Recruitment

SEN is committed to identifying the best talent from a diverse range of candidates. Recruitment and selection processes are designed to ensure a gender balance in the candidates who are considered, guard against unconscious bias, and prevent discrimination on any unlawful grounds such as gender, sexual orientation, gender identity, carers' status, or disability.

Parental Leave

SEN supports expectant and new parents in navigating the parental leave process before, during and following parental leave. This includes resources for both team members and their managers, paid maternity leave for primary carers, opportunities to stay in touch and attend training, and flexible return to work options.

3. SUPPORTING POLICIES

SEN Diversity Policy is supported by a range of policies, including:

Statement of Values

SEN's Values, which are fundamental to our culture and how we operate states that we:

Grow the people:

- We are a team
- We are communicators
- We are diverse
- We are unique & innovative
- We are full of opportunities

We care:

- We take ownership
- We care about our products
- We care about our partners
- We care about our people
- We are able to achieve what others consider impossible
- Believe we can be the best
- Believe in yourself
- Believe in your team

Tell it Straight:

- Be honest with communication
- Be real

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- Be heard

Anti-discrimination & Harassment Policy and Complaints Procedure Policy

This policy sets out SEN's commitment to providing equal opportunity in the workplace and ensuring our business is free from any unlawful discrimination, or harassment.

Work From Home Policy

This Policy sets out SEN's approach to working from home to recognise the need for flexibility and the personal commitments of employees.

Performance Review Policy

This provides regular feedback for staff to improve performance and notify managers of staff objectives and their leadership aspirations;

Leave Policy

A range of paid leave options are available to team members including annual leave, personal / carers leave, domestic violence leave, emergency service leave, and long service leave.

4. MEASURABLE OBJECTIVES AND REPORTING

SEN are reporting on diversity each year and measuring current results to the prior year to monitor improvement and progress. This includes tracking across the proportion of female employees at SEN, on the Board, in senior executive positions, casual positions and across the entire business.

5. RESPONSIBILITY FOR THIS POLICY

The Board retains ultimate accountability for this Policy. The Board has delegated responsibility for the implementation of this policy and the associated ongoing compliance and reporting obligations to the CEO, who will be assisted by the SEN COO.

This Policy will be periodically reviewed to check that it is operating effectively and whether any changes are required.