

Freelancer Diversity Policy



Version 3.0: effective 27 February 2015



1. Introduction

At Freelancer we are committed to our people and actively promote an impartial and inclusive work environment for all our staff. We recognise the necessity of an unbiased view, basing recruitment, promotion, retention and remuneration purely on the unique skills and expertise of those involved.

We understand that encouraging diversity in our organisation is not just a socially responsible necessity, but that it is essential to our continued growth and vital to a successful future.

Our diversity policy applies to all Freelancer directors, full time employees, part time employees, contractors and interns.

2. Diversity

Diversity at Freelancer encompasses all the characteristics that can differ between individuals. These characteristics include but are not limited to gender, age, race, nationality, religion, disability, mental illness, political persuasion or sexual orientation.

3. Gender Diversity

As an equal opportunity employer, Freelancer is proud to encourage gender diversity within every area of our business and is committed to pay parity to our male and female employees in equivalent job roles. We firmly believe that an individual's gender is no barrier to success at Freelancer and all our employees are provided equal opportunity to reach their full potential, regardless of their gender.

4. Diversity Strategy

In order to achieve as universally diverse an organisation as possible, Freelancer actively practices the following initiatives:

- Recruiting and retaining a workforce purely through skills and expertise.
- Providing flexible working arrangements.
- Establishing an internal diversity team.
- Create an accommodating environment and culture that will encourage a diverse workforce.
- Creating a diverse and growing network of possible employees.
- Reaching out to and having continuous interaction with local colleges and universities as well as experienced working groups and networking forums.

5. Measuring Diversity

Given the size and nature of the current Board, the business and the industry in which we operate and therefore compete for talent, we have determined not to establish measurable objectives for achieving diversity for the 2014 and 2015 financial years. We will assess the need at least annually for measurable



objectives. Once measurable objectives are established, the internal diversity team will oversee the implementation of any new initiatives and regularly review existing initiatives to ensure and promote diversity.

6. Reporting

In its annual report, Freelancer will disclose its current position in relation to measurable objectives for achieving diversity and progress towards them, and will also disclose the proportion of women personnel in the whole organisation, women in senior executive positions and women on the Board.