



# Respect at Work Policy

## 1. Purpose

The purpose of this policy is to outline requirements of Storage King ("SK") in relation to workplace behaviour which may amount to discrimination, bullying, harassment, sexual harassment, sex-based harassment, conduct creating a hostile working environment and victimisation (together known as **unlawful workplace behaviour**).

While there are some differences between the legislative regimes in Australia and New Zealand, both nations recognise these types of behaviours as unlawful, and this policy therefore applies to SK's operations in Australia and New Zealand.



The policy provides guidance as to how SK Workers can work together to eliminate unlawful workplace behaviours, as far as possible.

SK is committed to providing a safe, inclusive, diverse workplace environment that is free from unlawful workplace behaviours, provides equal opportunity and fair access for people in relation to all aspects of the employment relationship and both recognises and values differences between Workers.

SK acknowledges that it has various obligations under legislation to take reasonable and proportionate measures to eliminate unlawful workplace behaviour. SK believes that unlawful workplace behaviours create an unsafe working environment. We recognise gender inequality and gender imbalances may be drivers of unlawful workplace behaviours.

This policy applies to all workers associated with SK, including managers, leaders, supervisors; full-time, part-time or casual, temporary or permanent staff; labour hire staff assigned to work at SK; potential employees; contractors and employees of contractors; consultants; agents; representatives; directors; apprentices; trainees; volunteers; students gaining work experience (together known as **Workers**). This policy applies to the provision of services to our suppliers and customers as well.

### Storage King Group

 Level 17, 99 Walker Street,  
North Sydney NSW 2060, Australia  
 +61 2 9436 6200

[storageking.com.au](https://storageking.com.au)

Storage King Funds Management Limited, ACN 109 324 834, AFSL 277357, as Responsible Entity of Storage King Property Trust, ARSN 111 629 559. Abacus Storage Operations Limited, ACN 112 457 075.

## **RESPECT AT WORK POLICY**

This policy applies to all activities and actions including:

- During the course of work at SK (paid or unpaid), whether as an employee or a contractor or a volunteer, encompassing on-site or off-site;
- At work-related activities, including dealing with clients, customers, suppliers or members of the public;
- At work-related events, including conferences and work-related social functions;
- On social media where team members interact with colleagues, customers, suppliers, clients and where their actions may affect them either directly or indirectly;
- In electronic communication such as emails and text messaging and on the telephone;

Further, this policy applies to all such activities and actions where Workers interact with one another whether this be during business hours or out of hours. The time at which any relevant unlawful conduct occurred is not a relevant consideration for this policy.

### **2. Policy Statement**

SK considers discrimination, harassment, sexual harassment, sex-based harassment, conduct creating a hostile working environment, bullying and victimisation to be unacceptable behaviours and such behaviours will not be tolerated under any circumstances.

SK will treat all reports of unlawful workplace behaviours seriously, confidentially and impartially.

SK staff are required to treat each other with dignity, courtesy and respect. Staff who are found to have engaged in unlawful workplace conduct may be subject to disciplinary action up to and including termination of employment.

### **3. Code of Conduct**

Our Code of Conduct includes the following important principles:

- we act in accordance with all applicable laws; and
- we treat everyone with respect and courtesy.

In accordance with these principles, our Code of Conduct makes it clear that:

- Workers must act in accordance with all applicable laws in performing their work for SK and must not do anything which would put SK in breach of any applicable law.

## **RESPECT AT WORK POLICY**

- Workers treat everyone with respect and courtesy when in the workplace, at work, or in circumstances which have a connection with the SK business.
- Unlawful workplace behaviour is not acceptable in the workplace, or in any circumstances which have a connection with the SK business.
- Any form of abusive, offensive, intimidating, or unprofessional behaviour is also unacceptable in the workplace, or in any circumstances which have a connection with the SK business.

This means SK Workers must not engage in unlawful workplace behaviour.

### **4. Our Commitment to Equal Employment Opportunity (EEO)**

SK is committed to ensuring that all of the Company's workplaces provide Workers with fair access to employment related opportunities.

The principle of equal opportunity demands that the needs of the job are paramount and that people with the best available skills, qualifications and experience are chosen for and retained in every job. It also allows Workers to achieve their full potential and maximise their career opportunities within SK.

As well as upholding its people values, a workplace that is free of harassment, discrimination, bullying and other inappropriate conduct makes good business sense as it facilitates a more harmonious, productive and high performing workplace. A workplace characterised by equality of treatment also allows us to assemble and develop the highest quality team, drawn from a diverse cohort of people.

Refer to Appendix A for a copy of SK's EEO Policy Statement.

### **5. What is the workplace environment?**

The workplace environment extends to all locations where you perform work for SK (including SK worksites, client sites, public spaces, remote sites) and places where you do things related to work, including outside normal working hours (eg, conferences, social events, business trips and work parties).

The workplace is physical and virtual. It includes work-related interactions using technology and social media even if you are not using SK resources.

This Policy applies to your dealings with others in the workplace, including the way you behave and the way others in the workplace behave towards you. This extends to how customers, clients and other third parties behave towards you and how you behave towards them.

This Policy is not limited to regulating conduct which occurs only at SK premises, or only

## RESPECT AT WORK POLICY

during normal working hours. It extends to any situation where there is a relevant connection to SK, including for example:

- client premises;
- common areas of SK premises or client premises, for example: lifts or bathrooms.
- when attending work-related functions or activities, including before, during or after the work-related function when conduct impacts other SK Workers, or other persons who had been present at the function or event.
- when travelling for work-related purposes, such as at a conference or a work social event and while commuting to and from such events.
- in online spaces, including by email, on Microsoft Teams and social media platforms where the conduct is in connection with your employment (which may include messages sent from private accounts to other Workers and even those sent out of hours).

## 6. Discrimination

It is unlawful to discriminate against a person on a number of grounds, as prescribed by Federal and state / territory legislation. These are known as protected attributes or characteristics.

Discrimination can be direct or indirect. Direct discrimination occurs when a person is treated less favourably because of a particular attribute or characteristic, compared to someone else in the same circumstances. An example would be if a worker was refused a promotion because they were thought to be "too old" or because they were pregnant.

Indirect discrimination occurs when a requirement, condition, or practice is imposed: (i) which is not reasonable in the circumstances; and (ii) which has, or is likely to have, the effect of disadvantaging people with a personal characteristic or attribute protected by law. An example would be if a requirement was imposed for appointment to a position (such as a height requirement, or a requirement to work full-time) which was not reasonably necessary in all the circumstances.

Discrimination can also be intentional or unintentional. Beware of making stereotypical assumptions about a person based on a particular attribute that person may have.

Protected attributes may include, but are not limited to:

- sex
- gender, gender identity, transgender, transsexual or intersex status
- sexual orientation or lawful sexual activity
- age
- race, colour, nationality or ethnic origin
- physical or intellectual disability
- physical features
- industrial activity or trade union membership
- employment activity

## RESPECT AT WORK POLICY

- workplace right or right under a workplace law
- carer status, parental status or family responsibilities
- marital status
- religion
- political opinion
- irrelevant criminal record
- pregnancy or potential pregnancy
- breastfeeding
- personal association (whether a relative or otherwise) with a person who is identified by reference to any of the above attributes

It is important to note that discrimination on the above grounds is not only against SK policy, but may also breach state or federal legislation. Workers can be held personally liable for their own discriminatory behaviour.

There are some exceptions, where discrimination will be permissible, including where an act which is otherwise discriminatory is necessary in order to ensure health and safety, or where a person with a protected attribute is unable to perform the inherent requirements of a role. For example, while it is unacceptable to discriminate against a person with a disability, what would otherwise be unlawful discrimination may be justified if the person cannot perform the inherent requirements of their position, even if reasonable adjustments are made.

Types of behaviour which may amount to unlawful discrimination include, but are not limited to, the following:

- denying an employee a promotion or training opportunity because of a protected characteristic (such as age, pregnancy, or carer status);
- judging an employee or co-worker on their political or religious beliefs, or other protected attributes or characteristics, rather than solely on work performance;
- applying stereotypes or assumptions in making decisions (such as by assuming a worker with a disability will not be able to do a particular job, without fully exploring their capabilities and considering what reasonable adjustments could be made to accommodate any restrictions the worker might have);
- undermining a person's authority or work performance because of a dislike or distaste associated with one of their protected personal characteristics;
- jokes or negative comments about a co-worker associated in any way with a protected personal characteristic, such as racial or ethnic background, gender, sexual preference, age, or disability (this may also include jokes or negative comments about a person's accent, physical appearance, weight, or dress).

## RESPECT AT WORK POLICY

### 7. Harassment

Harassment is any unwelcome and uninvited behaviour (verbal, non-verbal, physical, written or visual) which has no legitimate workplace function, and which intimidates, humiliates or offends another person or persons. Harassment that is discriminatory is also unlawful.

The intention of the alleged harasser is irrelevant. What is important is what a reasonable person would think of the situation. Harassment can be a single or repeated act of offensive behaviour.

Some examples of behaviour that may constitute harassment include:

- intimidating or humiliating behaviour, including via emails, internet & phone calls;
- name calling or obscene/derogatory gestures;
- sexist, racist or other offensive jokes or comments;
- the use of inappropriate or offensive language (regardless of whether it is about or directed towards another Worker);
- suggestive comments about a person's physical appearance or sexuality;
- displays of sexually, racially or other offensive material;
- leering, touching or other suggestive behaviour;
- deliberate physical contact, such as patting, pinching or brushing against another person;
- requests for sexual favours, either directly or by implication; and
- persistent questioning about a person's private life.

### 8. Sexual harassment and sex-based harassment

SK is committed to protecting and promoting a workplace environment that is free from sexual harassment. Sexual harassment has no place in our workplace. Our Code of Conduct confirms our commitment to zero tolerance of sexual harassment in any form.

**Sexual harassment** is an unwelcome sexual advance or any unwelcome conduct of a sexual nature which a reasonable person would anticipate in all the circumstances would cause the person harassed to feel intimidated, humiliated or offended. Sexual harassment can be a single or repeated act of offensive behaviour.

Sexual harassment may take many forms including verbal, non-verbal and physical harassment. Depending on the circumstances, some examples of sexual harassment might include:

- displays of sexually graphic material including posters, pictures, calendars, cartoons, graffiti or messages left on boards or desks;
- electronic mail messages, voice mail messages, SMS texts, screen savers, posts on social networking sites to which work colleagues have access, any material of a sexual nature downloaded from the internet, or viewed on a

## RESPECT AT WORK POLICY

computer, offensive telephone calls, faxes, or gifts;

- unwanted and unnecessary physical contact, such as patting, pinching, fondling or deliberately brushing against another body, attempts at kissing;
- leering or staring at a person's body;
- inappropriate 'humour' such as smutty or sexist jokes or comments (including in reference to sexual orientation or gender identity);
- using suggestive or sexualised nicknames for colleagues;
- innuendo, including sexually provocative remarks, suggestive or derogatory comments about a person's physical appearance, inferences of sexual morality or tales of sexual performance;
- sexual gestures or imitating a sexual act;
- repeatedly asking someone out, especially after prior refusal;
- implied or actual threats to work progression if sexual advances are rejected; and
- intrusive inquiries into a person's private life or in reference to a person's sexuality.

Sexual harassment is against the law.

Sexual harassment is not behaviour which is based on mutual attraction, friendship and respect that is invited, consensual or reciprocated. A key element of sexual harassment is that it is unwelcome or unwanted.

In relation to allegations of sexual harassment, the intention of the alleged harasser is irrelevant. What is important is whether a reasonable person would have anticipated the possibility that the other person would be offended, humiliated or intimidated by the conduct.

It is also irrelevant whether the person on the receiving end of the behaviour communicated an objection to the behaviour or not. It is important to note that if a person does not object to inappropriate behaviour at the time, it should not be assumed that they are welcoming the conduct or giving their consent. Consent must be explicit and unambiguous. Behaviour may be unwelcome even where it is not explicitly rejected. It should not be assumed that behaviour is consensual simply because the individual has not complained about it.

Sexual harassment can occur through electronic means (such as emails or text messages) and through social media, regardless of whether the post was made during work hours or not. Where there is a connection to work, Workers are subject to the same rules about sexual harassment in the virtual space as they are in physical space.

**Sex-based harassment** occurs where a person harasses another person based on that person's sex by engaging in unwelcome conduct of a demeaning nature and where a reasonable person would have anticipated the possibility that the person harassed would have been offended, humiliated or intimidated. It is unlawful. Like with other forms of

## **RESPECT AT WORK POLICY**

harassment, it can be a one-off incident, or it can be a pattern of behaviour. Moreover, the intent of the alleged perpetrator is an irrelevant consideration.

Conduct amounting to sex-based harassment might include:

- sex-based remarks or jokes (including about sexual orientation, gender identity or intersex status);
- asking intrusive questions based on a person's sex (for example, inappropriate questions about menstruation or genitalia);
- displaying images or materials that show prejudice or discrimination on the basis of sex, such as misogynistic (strongly prejudiced against women) or misandrist (strongly prejudiced against men) materials;
- making sexist, misogynistic or misandrist remarks about a specific person;
- requesting a person engage in degrading conduct based on their sex (e.g. directing a Worker to dress in a degrading manner in order to please a client).

### **9. Conduct creating a hostile working environment**

A hostile working environment on the ground of sex may happen where general workplace conduct results in people of one sex feeling unwelcome, uncomfortable or excluded, even if the person is not specifically targeted.

It is a behaviour that a reasonable person would anticipate in all the circumstances as being offensive, intimidating or humiliating to a person because of their sex. As is the case with sexual or sex-based harassment, it is from the perspective of the aggrieved person, that the conduct is analysed.

For example, displaying obscene or pornographic materials such as posters, or engaging in general sexual or sex-based banter or innuendo and offensive jokes.

### **10. Bullying**

Workplace bullying is repeated, unreasonable behaviour directed towards a Worker, or group of Workers, which creates a risk to a Worker's mental or physical health and safety.

Unreasonable behaviour is that which a reasonable person, having regard to all the circumstances, would see as unreasonable, including behaviour that is victimising, humiliating, intimidating or threatening. Risk to health and safety includes risk to the psychological, emotional or physical health of the person.

Repeated behaviour does not necessarily refer to repeated instances of the same type of unreasonable behaviour. A pattern of behaviour involving a series of different types of unreasonable behaviour may constitute bullying.

## **RESPECT AT WORK POLICY**

Bullying can lead to serious breaches of workplace health and safety laws, claims under the Fair Work Act and can also be prosecuted under common law.

Bullying involving threatened or actual physical violence can also lead to the possibility of criminal charges.

Some examples of bullying include:

- humiliating Workers, especially in front of others;
- Ignoring, isolating or alienating Workers;
- Deliberately sabotaging or impeding work performance;
- Initiation rites;
- Imitating or miming someone;
- Playing practical jokes or teasing someone;
- Intimidating, orally abusing or making comments about someone;
- Shouting or swearing at someone; and
- Unfair or excessive criticism.

Reasonable management action carried out in a reasonable manner does not constitute bullying.

Some examples of management action which will not be bullying, if the actions are reasonable and carried out in a reasonable manner, include:

- Performance management processes;
- Appropriate disciplinary action for misconduct;
- Informing a team member about unsatisfactory work performance or inappropriate work behaviour;
- Asking a team member to perform reasonable duties in keeping with their job; or
- Maintaining reasonable workplace goals and standards.

### **11. Victimisation**

Victimisation is when one person treats a second person unfavourably (or threatens to do so) because they believe the second person made or plans to make a complaint about unlawful workplace behaviour against them or anyone else. It can also extend to when somebody is involved with, or plans to be involved, eg as a witness, in certain legal proceedings relating to unlawful workplace behaviour. Any form of "pay-back", retribution or intimidation associated with a complaint will amount to victimisation.

Victimisation is both a civil and criminal offence.

Workplace participants must not victimise or treat adversely anyone involved in a complaint regarding unlawful workplace behaviour. If a team member believes he/she has suffered any such treatment, they should promptly inform the People and Culture team.

## **RESPECT AT WORK POLICY**

Persons found to have victimised another employee or workplace participant will be subject to disciplinary processes which may include termination of employment.

### **12. Vilification**

Vilification is a public act which incites, encourages, or urges others to hate, have serious contempt for, or severely ridicule, a person, or group of people because they are (or are thought to be) members of a particular group. Vilification has no justification in "free speech".

Racial vilification is unlawful under the Racial Discrimination Act 1975 and vilification on various other bases is unlawful under state / territory laws, including on the following bases: sexuality, HIV / AIDS, religion, gender identity and disability.

Any Worker who vilifies someone may be subject to disciplinary action including dismissal.

### **13. Personal relationships**

Any Worker who has a personal or intimate relationship with another Worker must not behave in a sexualised way at work because this may offend, humiliate or intimidate other workplace participants.

Personal relationships may, in some circumstances, give rise to conflicts of interest. It is the responsibility of individual Workers to disclose any actual or potential conflict of interest so SK can manage the risk appropriately.

If a personal relationship ends, previously welcome behaviours may no longer be acceptable and if continued may be unlawful workplace behaviour.

### **14. Personal liability for unlawful workplace behaviour**

As someone working for SK, you must take reasonable steps to eliminate or mitigate the risks to the psycho-social and physical health of others in the workplace.

You may be personally liable for your unlawful workplace behaviour, and, depending on the seriousness, individuals may be sued through civil proceedings, or prosecuted for breaches of work health and safety laws or criminal laws. Staff may also be liable as a bystander, especially if they request, instruct, induce, encourage, authorise (including failing to act, if they have supervisory responsibilities) or assist someone else's unlawful workplace behaviours.

## RESPECT AT WORK POLICY

### 15. Responsibilities of Workers

All Workers have the right to work in an environment that is free of harassment, discrimination, bullying and all other forms of inappropriate behaviour.

Every Worker is responsible for their own behaviour, and has a role in preventing and responding to unlawful workplace behaviours. Workers must not engage in any inappropriate behaviour or conduct, including the type of behaviour or conduct expressly described in this policy. Workers must make sure that they treat other Workers with respect and dignity, as well as fairly and justly, at all times.

If a Worker is told their behaviour is unwelcome, offensive or discriminatory to another person or persons, then the behaviour must stop immediately.

Workers are required to:

- be familiar with and act in accordance with this Policy;
- consider how their own actions and behaviours may, even if unintentionally, impact on other Workers;
- promptly report any actual or alleged incident of unlawful workplace behaviour that they have experienced, witnessed, or become aware of to their immediate manager if appropriate, or an People and Culture representative.

Disciplinary action (up to and including the termination of employment) may be taken against any Worker who engages in inappropriate conduct, including the type of conduct that is expressly contemplated by this policy.

Bystanders are individuals who have witnessed or subsequently learned about potentially unlawful behaviour. Bystanders are a vital part of SK's strategy to prevent unlawful workplace behaviour as some staff may not know that the behaviour affecting them is unacceptable or may feel uncomfortable or unsupported about coming forward or speaking up. Bystanders have an obligation to support their fellow Workers if unlawful workplace behaviour is witnessed. Workers must report any incidents of unlawful workplace behaviour that they witness to an appropriate manager / supervisor.

If the bystander feels comfortable and it is safe to do so, SK also encourages bystanders to intervene against any instances of unlawful workplace behaviour. For example, by:

- helping someone who is experiencing unlawful workplace behaviour to get away from the perpetrator,
- calling out unlawful workplace behaviour as unacceptable, or
- diffusing a situation.

To the extent possible, SK will take steps to preserve a bystander's anonymity (if requested), and bystanders are protected by the victimisation provisions of this policy. In addition, bystanders who are in need of support are encouraged to contact Human Resources.

## **RESPECT AT WORK POLICY**

Disciplinary action may also be taken where a Worker knowingly aids or allows unlawful workplace behaviour to occur and does not make any endeavour to address the behaviour.

### **16. Responsibilities of managers**

Managers have all the responsibilities of a Worker as described above, and in addition to those responsibilities, managers are also responsible for:

- promoting and developing a work environment that is free of discrimination, harassment and other forms of inappropriate behaviour;
- when recruiting or making decisions about promotion or re-deployment, applying non-discriminatory screening and interviewing processes;
- modelling appropriate behaviour;
- ensuring that Workers are aware of SK's policies, procedures and expectations concerning their conduct;
- knowing SK's procedures for the resolution of complaints and promoting awareness of the avenues for resolution of complaints;
- treating all complaints seriously, with appropriate sensitivity and confidentiality, and following appropriate procedures for investigating complaints;
- referring complaints to another appropriate person if there is a conflict of interest;
- dealing promptly and appropriately with any incident of which they become aware which may breach this Policy, regardless of whether a complaint has been received and whether or not the person who has been the victim of the behaviour wants it escalated, noting that SK's overriding obligation is to eliminate sexual harassment from the workplace and ensure the safety of all in the workplace;
- monitoring the work environment to ensure, as far as reasonably practicable, that acceptable standards of conduct are always maintained, and taking immediate action to deal with any behaviour which breaches SK's policies or expectations; and
- taking suitable disciplinary action against any person found to have victimised, vilified, harassed, bullied or discriminated against another workplace participant or against any person who has engaged in inappropriate conduct.

### **17. Responsibilities of Storage King**

SK is responsible for enforcing this policy and taking reasonable and proportionate measures to eliminate unlawful workplace behaviour.

Through its training programs, policies, procedures and grievance handling, SK will ensure that all people working for or with SK are aware of:

- what behaviour is and is not acceptable on SK's premises or involving Workers of SK; and
- the ramifications of unacceptable behaviour.

## RESPECT AT WORK POLICY

All new employees, as part of their induction, are to receive a copy of this policy and undertake appropriate training as soon as possible.

### **18. What to do if you believe you have been subject to unlawful workplace behaviour?**

If you feel comfortable and able to do so, you may directly approach the person responsible for the behaviour and tell the person to stop. You should also tell them that you find their behaviour offensive and that it is not acceptable. An informal conversation at an early stage may be sufficient to address the behaviour that is causing offence without involving third parties. If a team member requires assistance or advice in relation to a direct approach, they may wish to seek the involvement of a trusted colleague or seek advice from the People and Culture team. It is a good idea to keep a record of any direct approach (including details of the date you made the approach and what was discussed), as these details may become relevant if the behaviour continues or escalates.

Any team member who feels he or she has been subject to unlawful workplace behaviour (regardless of whether they have made a direct approach) may report the matter. A report may be made to the Worker's immediate manager, if appropriate, or to a People and Culture representative. Where possible, SK will seek to resolve all reports internally.

The onus of reporting unlawful workplace behaviour does not rest entirely with complainants. This responsibility is shared by the whole organisation, including those in management and leadership positions.

Once a report of unlawful workplace behaviour has been made, SK will decide on the most appropriate action to take in relation to the report. This might include:

- A manager approaching the person responsible for the behaviour with a view to informally addressing the behaviour;
- Facilitating a meeting between the person responsible for the behaviour and the person affected by the behaviour with a view to discussing the issues and attempting to restore the working relationship;
- Investigating the report.

Please note that the above list is not exhaustive.

### **19. Investigation**

Where an investigation into alleged unlawful workplace behaviour is commenced, all Workers must cooperate with the investigation (if required to do so), and provide honest, accurate and complete information to the investigator.

## **RESPECT AT WORK POLICY**

### **20. Disciplinary consequences**

All Workers should be aware that disciplinary action may be taken against any Worker who is found to have engaged in unlawful workplace behaviour, up to and including termination of employment.

### **21. Confidentiality**

Disclosures of unlawful workplace behaviour will be treated sensitively and in confidence (as far as reasonably practicable) in order to protect a Worker's privacy. However, in some instances, a matter may need to be escalated or referred without agreement from the Worker, particularly in circumstances that may: constitute a criminal offence, constitute a work health and safety risk, or require disciplinary action.

#### **Definitions**

Words or expressions used this policy have the same meaning as in the Code of Conduct.

Effective: 1 July 2026

Board Approved: June 2026

Version reference: v1

Owner: HR Dept

## **RESPECT AT WORK POLICY**

### **Annexure A – EEO Policy Statement**

SK is committed to treating all Workers and potential Workers fairly and with respect. Decisions regarding recruitment, promotions, transfers, training and development must be based on merit. All Workers will be treated according to their skills, qualifications, competencies and potential.

We will ensure that no person or group of people will be treated less favourably than another on prohibited grounds such as race, age, gender, sexual orientation, marital status, pregnancy, political opinion, religion, parental status, disability or any other factor not relevant to the work position.

All Workers have a responsibility to ensure that they behave in a manner appropriate to the workplace and do not act in contravention of this policy. Managers and supervisors at all levels will be responsible for ensuring that such conduct and behaviour is addressed promptly and is eliminated from the workplace.

SK also recognises the importance of valuing the diversity of its workforce. A work environment which is free from unlawful workplace behaviour, and which respects the diverse needs of its Workers is conducive to individual development and positive workplace relations. This supports a workforce capable of delivering the required business performance.

To support this policy, SK will continue to provide education and awareness programs for all Workers.

All Workers are required to play their part in following and adhering to this policy.

### **The Board's focus**

The SK Board is committed to the principles of workplace diversity and inclusion. It has a particular focus on supporting the representation of women at a senior level within the SK business and on the Board.

The Board is responsible for reviewing and approving recommended strategies and measurable objectives to meet the desired outcomes of the EEO Policy. It is expected to monitor progress of achieving measurable objectives, including the evaluation and reporting mechanisms described below.

The Nomination Committee is tasked with conducting all Board appointment processes in a manner that promotes inclusion and diversity, including but not limited to gender diversity. This includes establishing a structured approach for identifying a pool of potential candidates for Board appointments.

## RESPECT AT WORK POLICY

### Strategies

SK aims to promote diversity and inclusion through a range of strategies including:

- Recruiting from a diverse pool of candidates for all positions, including senior management and the Board. In this regard, SK's principle is that all recruitment is to be based on merit, with the most appropriately qualified and experienced person to be selected for each role.
- SK does not tolerate any form of unlawful discrimination, including in our recruitment or people management processes.
- Reviewing succession plans to ensure an appropriate focus on diversity.
- Seeking to identify specific factors to be taken into account in recruitment and selection processes to encourage diversity and avoid unconscious bias.
- Undertaking a review of gender pay equity on an annual basis, with the aim of minimising identified pay gaps between male and female employees with similar skills and experience in the same or similar positions.
- Developing programs to develop a broader pool of skilled and experienced senior management and Board candidates, including workplace development programs, external mentoring programs, and targeted training and development.
- Developing a culture which takes account of family and caring responsibilities of employees.
- Any other strategies the Nomination Committee develops from time to time.

### Monitoring and Evaluation

Measurable objectives approved by the Board are expected to be reflected in SK's annual key performance and/ or key performance indicators for the Managing Director and senior executives.

In addition, the Board will review progress in achieving measurable objectives set in accordance with this policy as a key performance indicator in its annual diversity and inclusion performance assessment.

## RESPECT AT WORK POLICY

### Reporting

The Board is responsible for including in the Sustainability Report each year:

- Information about any measurable objectives which may have been established in accordance with this policy;
- Information about progress in respect of any measurable objectives which may have been established; and
- the proportion of women: employed in the whole organisation, employed at senior management level, and appointed at Board level.

### Definitions

In this EEO Policy Statement, any reference to the Board and its Committees means the Storage King Board and the Storage King Committees.

Storage King (ASX:SKG) means the stapled group incorporating Storage King Property Trust and Abacus Storage Operations Limited, together with its controlled entities and related bodies corporate (as defined under the Corporations Act 2001).