

DIVERSITY POLICY

1. Introduction

- 1.1 The Board of Hutchison Telecommunications (Australia) Limited (“HTAL”) take seriously its commitment to Diversity.
- 1.2 This policy concerns HTAL’s commitment to encouraging and promoting Diversity and facilitates a culture which encourages Diversity. The Board is committed to Diversity and understands the corporate benefit of Diversity, particularly to maximise talent and achieve corporate goals.
- 1.3 This policy sets out:
- (a) the Board’s commitment to measurable objectives relating to Diversity; and
 - (b) the structure for implementing and reviewing this Policy.
- 1.4 Whilst this Policy is not applicable to companies in which HTAL has less than a controlling interest, the management of those other companies will be made aware of this Diversity Policy by the Company Secretary.

2. Definitions

- 2.1 In this policy:
- “**Diversity**” includes, but is not limited to, gender, age, ethnicity and cultural background.
- “**GNCC**” means the HTAL Governance, Nomination and Compensation Committee.

3. Objectives

- 3.1 The HTAL Board will establish measurable objectives for achieving gender diversity which may be amended from time to time. Once established, the HTAL Board will measure performance against those objectives on an annual basis.

4. Implementation

- 4.1 The Company Secretary will provide a copy of this Policy (including any subsequent updates) to each member of the HTAL Board and each new appointee at induction.

5. Review

5.2 Each year the Company Secretary will:

- (a) review this Policy and provide any recommendations for amendment to the HTAL Board; and
- (b) measure and produce the results of the Diversity objectives established by the HTAL Board (except where those objectives have been reported on by the GNCC).

6 Diversity Objectives

6.1 In assessing candidates the GNCC will have regard to the Diversity and skills of each candidate and the Diversity of the membership of the Board. The Board will give due consideration to ensuring that the Diversity of the Board increases.