



**AMCIL Limited**

**BOARD DIVERSITY POLICY**

The Company's Corporate Objective is to provide shareholders with attractive returns through strong capital growth in the portfolio over the medium to long term with the generation of dividend income.

In meeting the Company's Corporate Objective, the Board is committed to having in place a robust system of governance that is appropriate for a company of its size and business focus.

**The Company's approach to diversity**

**The Board views diversity as including, but not being limited to, skills, qualifications, experience, gender, race, ethnicity, age, disability and cultural background.**

The Board has determined that, in terms of the mix of skills and diversity it is looking for in its own membership, it is best served by being comprised of a mix of individuals with deep expertise and a breadth of experience in the following areas:

- the investment industry
- leading and managing successful corporations, at both executive and Board level
- advising successful corporations (including legal and accounting advice)
- organisations with diverse governance and regulatory regimes (including charities, not for profits, private companies and international organisations).

When the Board is looking for an additional member, the overarching priority will be to appoint an individual that will provide the Company with the best opportunity to meet its Corporate Objective.

The Company has a number of other defining characteristics that have an important influence on how the Board deals with Board and organisational diversity:

- As the Company is a long-term shareholder, it is beneficial to have directors who serve for a long period of time, experiencing different economic and business cycles.
- As management, financial, business development/marketing and securities/stock market services are provided to the Company by Australian Investment Company Services Limited (AICS), the Company has no employees.
- Senior Executives of the Company are the Senior Executives of AICS. AICS is responsible for its own employment practices.

As such, this policy is limited to Board diversity. .

**Objectives and Reporting**

The Board will set measurable objectives in relation to diversity, including gender diversity on the Board, which will be appropriate for the Company's own circumstances.

Those objectives and progress against them will be assessed annually by the Board and progress against those objectives will be reported to shareholders in the Annual Report.