

Diversity Policy



Date of Issue: 16 May 2011

Amended:

A) Diversity at Wotif Group

The Wotif Group recognises and values the blend of skills, perspectives and ideas that a diverse organisation provides. Embracing diversity (including gender, age, ethnicity and cultural background) is part of the Wotif Group's organisational culture.

The Wotif Group is committed to diversity throughout its entire workplace, senior management and Board. The creation and encouragement of a diverse organisation will continue to assist the Wotif Group in growing its global customer and supplier base.

The Wotif Group is proudly made up of a team that has a balance of male and female employees across its whole organisation and in its senior executive ranks.

The Wotif Group offers a flexible and understanding working environment that takes into account the different needs of our people. We are committed to a discrimination-free workplace. Under our Code of Conduct we foster an atmosphere of equality and treating individuals with respect.

The Wotif Group is committed to recruitment processes that ensure a diverse pool of qualified candidates is considered and we use merit-based criteria when appointing new staff, in awarding promotions and when considering remuneration. Our goal in this process is to attract and retain the most highly skilled, motivated and engaged workforce to drive our Group's performance.

The Nomination and Remuneration Committee Charter provides for the appointment of Directors, makes an annual assessment of the Board's performance and provides for the future planning of Board members. By using merit-based criteria, the Committee will ensure an appropriate balance of skills, experience, expertise and diversity is maintained. The Nomination and Remuneration Committee will also refer to this Diversity Policy to assess the performance, composition and future development of the Board.

B) Gender Diversity

The Wotif Group's long-standing commitment to gender diversity is demonstrated by a balanced representation of female and male employees across the Wotif Group's workforce including our senior management team.

To maintain and enhance the Wotif Group's level of gender diversity, the Board will establish and disclose measurable objectives for gender diversity within the organisation on an annual basis. These measurable objectives will address gender diversity at each level of the organisation – i.e. Board, senior management and the entire workplace. The Board will monitor our progress against these objectives. The Company will report on its level of achievement of these objectives in each year's annual report to shareholders.

