

Diversity Policy

多元化政策

China Track Limited

1. Overview

概述

- 1.1 China Track Limited (**Company**) is committed to establishing and maintaining an inclusive workplace that embraces and promotes Diversity. This Diversity Policy (**Policy**) sets out the Company's commitment to Diversity and inclusion in the workplace and provides a framework to achieve the Group's diversity goals.

China Track Limited（简称“公司”）致力于建立并且维持具有包容性及促进多元化的工作场所。本多元化政策（简称“本政策”）列出了公司对工作场所内包含促进多元化的意愿和承诺，并为达到集团多元化的目标而提供框架。

- 1.2 The Company recognises the strategic and personal advantages that arise from a workplace where decisions are based on merit and where all Employees are treated equally.

公司认识到在工作场所中，如果所有的决定是根据实际情况做出的且全体员工受到平等待遇，将会产生的策略的与个人的好处。

2. Definitions

定义

- 2.1 In this Policy, unless the context otherwise requires:

在本政策中，除非文中另有说明：

ASX means ASX Limited (ABN 98 008 624 691) or the financial market conducted by ASX Limited, as the context requires.

澳交所是指澳交所有限公司（ABN 98 008 624 691）或者澳交所有限公司所运行的金融市场，视情况而定。

Board means the board of directors of the Company.

董事会是指公司的董事会。

Diversity includes, but is not limited to, differences that relate to gender, age, ethnicity, disability, sexual orientation and gender identity, religion, cultural background, personality, marital and family status, carer responsibilities and location.

多元化包括不同的性别、年龄、种族、残疾、性取向以及性别、宗教、文化背景、个性、婚姻及家庭状态、职业职责以及地点。

Employee means a person who is an employee, officer, or director of the Group.

员工是指雇员、主管、或者集团董事；

Group means the Company and its subsidiaries.

集团是指公司及其子公司。

3. Who does this Policy apply to?

政策的适用

- 3.1 This Policy applies to the Company's Board as a whole, and to all Employees individually.

本政策适用于公司董事会整体以及所有员工。

4. Benefits of this Policy

本政策的益处

- 4.1 The Company has adopted this Policy to acknowledge and appreciate the positive outcomes that can be achieved through the diverse range of abilities and perspectives that Employees bring to the Group through their Diversity.

本公司指定和通过本政策，承认并意识到通过员工多元化而为集团集团带来的多样化能力和观点所能达到的正面效果。

- 4.2 The Company understands that organisational performance is linked to an inclusive environment that embraces and promotes Diversity.

公司了解组织绩效表现与创建一个促进多元化的包容的环境息息相关。

- 4.3 This Policy is specifically designed to assist the Company to reach its strategic goals by:

本政策特为协助公司达到其战略目标而制定：

- (a) ensuring that all Employees are treated with equality and respect;
确保所有员工都得到平等对待和尊重；
- (b) facilitating employment opportunities based on appropriate recruitment processes of considering a range of employees and attracting, rewarding and retaining staff with a diverse range of skills and experience;
通过能考虑一系列员工的合适招聘程序为创造工作机会提供便利，并吸引、奖励和留用拥有多样技能和经验的员工；
- (c) developing flexible workplace practices to recognise and meet the diverse needs of Employees;
发展灵活的工作场所规程以认同和满足员工对多元化的需求；
- (d) building and maintaining a safe and open workplace;
建立和维护安全和开放的工作环境；
- (e) contributing to the community by fostering a culture of acceptance and teamwork;
and
通过培养认同和团队文化合作为集体做出贡献；

- (f) meeting the Company's obligations under the ASX Corporate Governance Principles and Recommendations.

达到澳交所关于公司治理准则和建议的义务。

5. Objectives

目标

- 5.1 The Board will establish Diversity related measurable targets (**Measurable Objectives**) on an annual basis to identify ways in which gender diversity and other appropriate aspects of Diversity can be achieved and measured.

董事会将在年度基础上建立多元化相关的可衡量指标（简称“衡量指标”），以确定在哪些方面可以实现性别多元化和其他适合的多元化因素。

- 5.2 The Measurable Objectives are to include, at a minimum, the Company's objectives for achieving gender diversity.

衡量指标将至少包括公司为取得性别多元化而设立的目标。

- 5.3 The Board will assess annually the Measurable Objectives and the Group's progress in achieving them.

董事会将每年审查衡量指标及集团达标的进度。

6. Responsibilities

责任

- 6.1 The Board has responsibility to:

- 6.2 董事会具有以下责任：

- (a) oversee this Policy including the review of its appropriateness and effectiveness;

监督本政策，包括审查其合适性及成效；

- (b) encourage and promote any other initiatives, policies and processes appropriate from time to time to encourage and promote Diversity;

鼓励和促进任何其他措施、政策和程序，从而不时鼓励和促进多元化；

- (c) annually set and review the Measurable Objectives;

每年制定及审查衡量指标；

- (d) annually assess the Company's progress towards achieving the Measurable Objectives; and

每年审查公司达成衡量指标的进度；及

- (e) ensure compliance with the ASX Corporate Governance Principles and Recommendations in respect of Diversity.

确保澳交所公司治理原则与建议中多元化相关事项的合规性。

7. Publication of this Policy and the Company's progress

政策及公司进度的发布

- 7.1 This Policy will be available on the Company's website.

本政策将在公司网页上提供。

- 7.2 The Company will provide information its annual report regarding:

本公司将提供以下有关年度报告的信息：

- (a) key features of this Policy;
本政策主要特点；
- (b) the Measurable Objectives and the Company's progress towards achieving them; and
衡量指标及公司达标的进度； 以及
- (c) the respective proportions of men and women on the Board, in senior executive positions and across the whole organisation.

董事会，高级管理层及全组织的男女成员分布。

8. Employee rights and obligations

员工权力与职责

- 8.1 This Policy is aspirational, and does not form part of an Employee's terms of employment, appointment or engagement with the Group. A departure from the Policy or a failure to meet Measurable Objectives may result in reporting obligations for the Company, but is not intended to create direct legal obligations between the Group and Employees.

本政策只作指南，不构成员工的聘任或雇佣条款。未遵守政策或未能达到衡量指标可能会导致公司具有报告义务，但公司并不旨在建立集团和员工之间直接的法律约束。

- 8.2 This Policy is not to be used by the Group, or any Employee, to justify conduct which is contrary to any anti-discrimination or equal employment opportunity laws in any jurisdiction.

本政策不应被董事会或任何员工利用进行触犯任何司法管辖权内的反歧视或平等就业机会法的行为的理由。