

CLARK Property Partners Pty Ltd

ABN 68 641 858 737

t/as CLARK Commercial | CLARK Prestige | and associated divisions

CPP-POL-08

Diversity, Equity & Inclusion Policy

Version 1.2 | June 2026 | Approved: Stephen Clark, Managing Director

Defined Term

CLARK Property Partners Pty Ltd (ABN 68 641 858 737) trading as CLARK Commercial, CLARK Prestige, and associated divisions and business names is referred to throughout this Policy as "**CPP**". All references to CPP in this document apply to the entire organisation including all trading divisions, business names, personnel, directors, contractors and agents acting on behalf of CPP.

01 Policy Statement

1. Policy Statement

CLARK Property Partners Pty Ltd (ABN 68 641 858 737) trading as CLARK Commercial, CLARK Prestige, and associated divisions and business names ("CPP") is committed to building and maintaining a diverse, equitable and inclusive workplace and to conducting its business in a manner that respects and values people of all backgrounds. CPP believes that diversity of people, perspectives and experience makes our business stronger, our client service better and our community contribution more meaningful.

This Policy applies to all CPP personnel across all divisions — CLARK Commercial, CLARK Prestige, Property Management and Marketing — and to all contractors, suppliers and service providers engaged by CPP.

02 Equal Opportunity in Employment

2. Equal Opportunity in Employment

CPP provides equal opportunity in all aspects of employment:

- Recruitment, selection and promotion based on merit, capability and fit — never on gender, age, ethnicity, race, national origin, religion, disability, sexual orientation, gender identity, marital status, family responsibilities or any other protected characteristic
- Equal access to professional development, training and career advancement opportunities
- Fair, transparent and compliant remuneration — consistent with applicable awards, legislation and the principle of equal pay for equal work
- Reasonable adjustments made for employees and candidates with disability where operationally practicable

03 Respectful Workplace

3. Respectful Workplace

CPP is committed to a workplace free from bullying, harassment and discrimination:

- All CPP personnel treated with dignity and respect at all times — by colleagues, managers, clients, contractors and tenants
- Zero tolerance for bullying, harassment, victimisation, discrimination or vilification in any form — including in person, in writing and in digital communications
- All complaints of bullying or harassment taken seriously, investigated promptly and impartially, and resolved fairly
- No retaliation against any person who makes a complaint or report in good faith
- Regular training for all CPP personnel on respectful workplace behaviours and obligations

04 Inclusive Client & Community Service

4. Inclusive Client & Community Service

CPP's commitment to inclusion extends to how we serve clients, tenants and communities:

- Property marketing and advertising that is inclusive, respectful and free from discriminatory content or imagery
- Precinct activations and community events at managed assets designed to be accessible and welcoming to all community members

- Accessible facilities maintained at managed assets consistent with applicable disability access legislation
- Client and tenant communications that are clear, culturally sensitive and free from discriminatory assumptions

05

Contractor & Supplier Standards

5. Contractor & Supplier Standards

CPP expects its contractors and service providers to uphold equivalent standards of diversity, equity and inclusion:

- All contractors engaged by CPP required to confirm compliance with applicable anti-discrimination legislation as a condition of engagement
- CPP will not engage contractors or suppliers who engage in discriminatory practices or maintain workplaces that are hostile or unsafe for any group

06

Accountability & Review

6. Accountability & Review

Stephen Clark, Managing Director, is responsible for ensuring CPP upholds its DEI commitments. CPP will review its diversity and inclusion performance annually and take active steps to address any identified gaps or areas for improvement.

Stephen Clark

Managing Director

CLARK Property Partners Pty Ltd

June 2026

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Review Due: June 2027

Policy Owner: Managing Director, CPP