Diversity
Policy

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DATA

Diversity
Policy

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1.   Diversity at Dicker Data

1.1   Our commitment

This policy sets out Dicker Data's commitment to diversity and inclusion in the workplace and provides a framework to achieve Dicker Data's diversity goals.

The Company is committed to creating and ensuring a diverse work environment in which everyone is treated fairly and with respect and where everyone feels responsible for the reputation and performance of Dicker Data. The board of directors of Dicker Data and management believe that Dicker Data's commitment to this policy contributes to achieving corporate objectives and embeds the importance and value of diversity within the culture of the Company.

We acknowledge that our employees and clients share a diverse range of backgrounds and religious beliefs and practices and we support tolerance of difference in the workplace.

We aim to provide opportunities that allow individuals to reach their full potential, irrespective of an individual's ethnic or cultural background or gender.

We aim to develop and promote a workforce based on inclusion where individuals are respected, supported and provided with appropriate opportunities.

We acknowledge the corporate benefits arising from a commitment to diversity.

1.2   Who this policy applies to

This policy applies to all directors of the Board, as well as all other officers, employees, contractors, consultants and associates of Dicker Data. It is essential that you are familiar with this policy, which is available on Dicker Data's website.

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1.3 Implementation

The Board has the role of overseeing the implementation of this policy and assessing progress in achieving its objectives. See paragraph 3.2 below.

2. What Diversity Means To Us

2.1 What is diversity?

Diversity refers to characteristics that make individuals different from each other. Diversity encompasses differences in backgrounds and experiences, and also differences in approach and viewpoints. It includes factors such as gender, age, ethnicity, cultural background, language, disability and other areas of potential difference.

2.2 Gender diversity

Dicker Data has a commitment to gender diversity and the fundamental principle that gender is not a barrier to participation in our workforce, management, senior executive and on our Board. Our leaders are committed to providing opportunities that allow all staff to reach their full potential, regardless of gender.

2.3 Board and senior executive diversity

At Dicker Data, diversity of gender and background are two important criteria we take into account in developing our succession plans and appointment processes for our Board and senior executive positions. However, other selection criteria, in particular business acumen and industry experience, are also fundamentally important. The Board will determine and monitor our succession plans and appointment processes with the aim of achieving our diversity objectives, in particular regarding a balance in the number of women in senior executive positions and on the Board.

2.4 Ability not disability

When we employ and promote people, we consider ability and not disability. We aim to create an inclusive environment that supports people and removes artificial barriers from the workplace.

3. How we Promote Diversity

3.1 Steps we are taking and measurable objectives

Dicker Data is committed to an inclusive workplace that embraces and promotes diversity as part of our corporate culture.

Dicker Data retains the aim of increasing the percentage of women in senior

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management positions and the number of women on the Board and promoting the principle that the employment of women should be dealt with on the basis of merit.

Our policies and procedures will ensure that promotion of diversity within the workplace and our management teams will be made aware of the polices that exist within the organisation to promote diversity within the workplace. For example

1. For director selection:

   - at least one serious female candidate should be present on every shortlist;
   - at least one female to form part of the interview and selection panel for these appointments; and
   - if, at the end of the selection process, a female candidate is not selected, the Board must be satisfied that there are objective reasons to support its determination.

2. For employee selection:

   - A wider candidate pool can be established by engaging a professional search/recruitment firm(s), and/or by advertising vacancies; and
   - a short-list identifying potential candidates for the appointment should include a mix of both male and female candidates wherever possible

Our induction, training and other programs will be designed to promote our culture of diversity and female participation in the workplace and within leadership positions.

3.2 The Board's role

The Board will:

(a) promote diversity as an important strategic and cultural factor to achieve business objectives across the organisation; and

(b) review and monitor the effectiveness of this diversity policy, including in relation to Board diversity.

4. Publication of the Policy and our Progress

This policy will be made available to all directors and employees and will be available on Dicker Data's website.

We will provide information in Dicker Data's Corporate Governance Statement regarding:

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(a)   key features of this policy;

(b)   our measurable objectives for achieving gender diversity and our progress towards achieving them if set; and

(c)   the proportion of women employees in our organisation, in our senior executive and on our Board.

Document Management

Revision Date	Nature of Amendments
08 December 2017	Approved by the Board of Dicker Data
10 December 2018	Reviewed by the Company Secretary (Erin McMullen)
14 December 2018	Approved by the Board of Dicker Data

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