



National Storage REIT

Diversity Policy

National Storage Holdings Limited

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Diversity Policy

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Diversity Policy

1 Definitions

Board means the board of directors of NSHL.

Corporations Act means the Corporations Act 2001 (Cwth).

NSFSL means National Storage Financial Services Limited ACN 600 787 246 AFSL 475 228.

NSHL means National Storage Holdings Limited ACN 166 572 845.

National Storage Group means the stapled group comprising NSHL and its Subsidiaries and NSFSL as the responsible entity of the Trust, the Trust, and the entities which the Trust controls.

NS Stapled Entity means NSHL and the Trust.

Subsidiaries has the meaning given in the Corporations Act.

Trust means National Storage Property Trust.

Trust Constitution means the constitution of the Trust dated 23 September 2003, as amended, or replaced from time to time.

2 Diversity at the National Storage Group

2.1 Our commitment

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

We are 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 the National Storage Group. The Board and management believe the National Storage Group's commitment to this policy contributes to achieving the National Storage Group's corporate objectives and embeds the importance and value of diversity within the culture of the National Storage Group.

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.

2.2 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 the National Storage Group. It is essential that you are familiar with this policy, which is available on the National Storage Group's intranet.

2.3 Implementation

The Board has delegated to the Diversity Committee ("**Diversity Committee**") the role of overseeing the implementation of this policy and assessing progress in achieving its objectives. See paragraph 4.2 below.

3 What diversity means to us

3.1 What is diversity?

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

3.2 Gender diversity

The National Storage Group has a strong 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 women to reach their full potential.

To achieve greater diversity, it is important to ensure where possible that the pool of potential available talent is nurtured and developed effectively. Early identification and development of female talent is clearly of significant importance in ensuring that there are appropriately qualified and experienced women for consideration when positions become available. The National Storage Group aims to grow the number of women performing senior roles and to create programs that prepare women to assume senior roles within the business.

3.3 Board and senior executive diversity

At the National Storage Group, 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 Diversity Committee will report to the Board regarding our succession plans and appointment processes with the aim of achieving our diversity objectives, regarding the number of women in senior executive positions and on the Board.

3.4 Work and life balance

The National Storage Group believes in assisting employees to maintain a healthy and holistic balance between work, family and other commitments, activities, and interests. The National Storage Group has a number of policies and programs which support these objectives.

3.5 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.

4 How we promote diversity

4.1 Steps we are taking and measurable objectives

The National Storage REIT is committed to an inclusive workplace that embraces and promotes diversity as part of our corporate culture. This involves providing supportive and inclusive diversity-related workplace policies, programs, and practices within our business.

4.2 Our Diversity Committee

The National Storage Group has established a Diversity Committee to:

- (a) promote diversity as an important strategic and cultural factor to achieve business objectives across the organisation;
- (b) in consultation with the Human Resources team, propose measurable diversity objectives to the Board to achieve gender diversity, identify ways in which achievement is to be measured, and report to the Board on the progress in achieving these objectives;
- (c) report to the Board on diversity issues generally within the National Storage Group and make appropriate recommendations;
- (d) provide information to the Board about the proportion of women in the whole organisation and women in senior executive positions;
- (e) together with our Human Resources team, identify ways to promote a culture supportive of diversity, including developing policies, programs, and guidelines;
- (f) together with our Nomination and Remuneration Committee and our Human Resources team, identify programs and initiatives designed to achieve greater gender diversity on the Board and in senior management; and
- (g) introduce appropriate procedures for proper implementation of this policy and a review mechanism to assess the effectiveness of the policy.

4.3 The Board's role

The Board will:

- (a) review and approve measurable objectives for achieving diversity, including gender diversity across, and at various levels of, our organisation;
- (b) annually assess these objectives and the progress in achieving; and
- (c) review and monitor the effectiveness of this diversity policy, including in relation to Board diversity.

5 Publication of this policy and our progress

This policy will be made available to all directors and employees and will be available on the National Storage Group's intranet.

We may provide information in the National Storage Group's annual report regarding:

- (a) key features of this policy; and
- (b) our measurable objectives for achieving gender diversity and our progress towards achieving them.

Adopted by NSHL Board on 18 November 2013

Reviewed by NSHL Board on 22 June 2022