



DIVERSITY AND INCLUSION POLICY

SUMMARY

This policy sets out Mighty Kingdom's commitment to diversity and inclusion.

AUTHORISATION

Adoption:	Board
Date:	9 December 2021
Version:	1.1

AMENDMENT HISTORY

VERSION	AMMENDMENT	COMMENCING
1.0	Initial document	11 December 2020
1.1	Changes to structure and wording, updated 5. Measurable Diversity Objectives, formatting to bring in line with other policies	9 December 2021



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1. PURPOSE

This policy sets out Mighty Kingdom's commitment to diversity and inclusion.

2. POLICY STATEMENT

Mighty Kingdom recognises that our business success is a direct result of an effective and diverse workforce. Our different backgrounds, life experiences and ways of thinking mean we have a wonderful mix of perspectives at Mighty Kingdom. A company culture of inclusivity means voices are heard and people feel happy and engaged in their work. Our differences help us problem solve more effectively, create more inclusive games and technology, and generate interesting ideas.

Mighty Kingdom welcomes and supports people of all backgrounds and identities. We are committed to maintaining an inclusive culture where people are provided with equitable opportunities and are valued as their full selves. We see diversity as differences in many ways, including in gender, language, ethnicity, cultural background, sexual identity, physical or cognitive ability, age, and religion.

Our Managing Director and Board discuss and set specific goals for diversity and inclusivity at Mighty Kingdom and annually assess progress against these goals. Mighty Kingdom is committed to providing a safe, flexible, and respectful environment for staff, clients, and members of the public from all forms of discrimination, bullying and sexual harassment.

3. INITIATIVES

Mighty Kingdom is committed to inclusivity every day, and specifically employs a number of initiatives to further embed these values including,

- A 4-day work week to help our staff maintain a work-life balance.
- A flexible work environment, enabling employees to work remotely, structure their workdays to suit their lifestyle, and work part time if desired.
- Cutting-edge leave options including conditional uncapped sick/carers leave, additional personal leave, and menstrual and menopause leave.
- Employer-paid parental leave for new parents or carers (regardless of gender) and superannuation paid at a full-time rate to primary carers for the first year.
- A rigorous hiring process to ensure we have broad perspectives when interviewing and reviewing candidates.
- Creating games for underrepresented gamers and embedding inclusive values in our games.

4. MEASURABLE DIVERSITY OBJECTIVES

The Board is required to develop measurable objectives for gender diversity, and to review them annually.



At the date of the current policy version the measurable objectives for achieving gender diversity are to increase the percentage of women and gender-diverse people employed as follows:

	Current actual December 2021			Objective December 2022		
	Women %	Men %	Any gender %	Women %	Men %	Any gender %
Board	60	40		40	40	20
Senior Executive positions	50	50		40	40	20
Employees in the company	42	55	3	40	40	20

5. ROLES AND RESPONSIBILITIES

All people who represent Mighty Kingdom are expected to live our values of diversity and inclusion, including in the following ways:

a. Board

- Setting diversity targets and monitoring their progress
- Reporting to the Workplace Gender Equality Agency annually

b. Senior Leaders

- Creating an inclusive work environment by modelling inclusive behaviour, actively seeking opportunities to increase the diversity of their team, measuring progress and being consistent.
- Ensure hiring, internal training and promotion practices are transparent and consistent with our diversity values
- Ensure all staff have equal and fair access to our grievance procedure

c. Head of Studios and Human Resources staff

- Ensure pay equality among employees and strive to identify and rectify gaps if they emerge
- Work to attract and retain a diverse workforce
- Tracking, compiling, and reporting on diversity goals to the board
- Ensure hiring, internal training and promotion practices are transparent and consistent with our diversity values



- Ensure all staff have equal and fair access to our grievance procedure

d. Employees and Contractors

- Contributing to and maintaining an inclusive workplace culture.
- Behaving in line with Mighty Kingdom's Code of Conduct.
- Engaging in the hiring process with self-awareness and actively reflecting on biases when reviewing candidates.

6. REPORTING

Mighty Kingdom reports annually to the Workplace Gender Equality Agency (WGEA). The Workplace Gender Equality Act 2012 requires non-public sector employers with 100 or more employees to submit a report to the WGEA annually.

7. OVERRIDING CAVEAT

This policy shall not be taken to endorse:

- That the principal criteria for hiring and promotion of MK employees be anything other than the value they can bring to MK.
- Any discriminatory behaviour by or within MK contrary to the law, our Code of Conduct, or our Bully and Harassment Policy.

8. ACCESS TO THIS POLICY

The policy is available on the Mighty Kingdom website at <https://www.mightykingdom.com/investors-corporate-governance> and a copy will be provided to all new starters.

9. REVIEW

This policy will be reviewed by the Board as required and at least annually.

