



Governs	Globally
Policy / Version number	16.01
Effective From	1 November 2025
Approve by	Approved by the Board 30 October 2025

## 1. Purpose

Mint is committed to creating and maintaining a workplace that promotes fairness and respect for all individuals. This policy affirms Mint Innovation Limited and its subsidiaries' ("**Mint**") commitment to equal opportunity in employment and outlines the process Mint aims to follow during hiring and subsequent employment.

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## 2. Scope & Application

This Policy applies to all directors, officers, employees, secondees, contractors, advisers, agents or representatives of Mint (collectively "**Mint Representatives**"). We expect every person working with or on behalf of Mint, including third parties and partners, to understand and uphold this Policy. Equal opportunity is a shared responsibility, one that extends across our workforce and the broader network of people we engage in the course of our business.

All Mint Representatives are expected to act in a way that supports an inclusive, respectful, and equitable work environment and must not engage in any conduct that undermines these commitments.

**Authorised Officers** include the CEO, Company Secretary, Board, and Global President.

## 3. Key Principles

A diverse and inclusive workplace enables broader talent pools, better decision-making, and stronger employee engagement. Mint has a commitment to provide equal opportunities to all employees, applicants and people we interact with.

Diversity includes but is not limited to gender, ethnicity, age, religion, disability, sexual orientation, citizenship status, neurodiversity, socio-economic background, perspective, and experience.

This policy applies to all employment practices, including but not limited to:

- Recruitment and job application procedures
- Hiring, promotion, demotion, and transfer

- Compensation and benefits
- Training and development opportunities
- Performance management
- Termination and exit processes
- Social and recreational programmes
- Working conditions

This policy should be read alongside Mint's Code of Conduct, Bullying & Harassment Policy, Anti-Bribery & Corruption Policy, and Human Rights & Modern Slavery Policy to support a consistent approach to ethical conduct and fair treatment.

Mint's equal opportunity practices also support our broader commitment to ethical, sustainable, and inclusive operations, particularly within the context of clean technology and responsible e-waste management.

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## 4. Governance and Accountability

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The Board, supported by senior leadership and People & Culture, is responsible for ensuring implementation and annual review of this policy. Progress toward diversity objectives will be monitored and reported as part of Mint's broader sustainability and governance disclosures.

The Board, supported by senior leadership and People & Culture, is also responsible for considering the development of measurable objectives and strategies to meet the diversity objectives of this policy (the "**Measurable Objectives**") and monitoring the progress of the Measurable Objectives (if and when Measurable Objectives are set) through the monitoring and evaluation processes outlined below.

Concerns about discrimination or breach of this policy can be raised confidentially through Mint's **Protected Disclosures Policy** and reporting channels.

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## 5. Monitoring and Evaluation

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We don't see diversity and inclusion as a box-ticking exercise, nor will we make decisions simply to meet numerical objectives. Our focus is on building an environment where equity, inclusion, and respect are embedded in how we work. When that environment thrives, diversity outcomes naturally follow, they are a reflection of our culture, not a target in isolation.

Mint is committed to continually reviewing and improving our practices to ensure fairness and inclusion are embedded across all parts of our business, from how we hire and develop people to how we make decisions and measure success.

The Chair of the Board (or the relevant Committee, where applicable) will oversee the establishment of Measurable Objectives for diversity and inclusion. Progress against these objectives will be tracked through workforce data, leadership representation, and employee experience metrics, and reported annually to the Board as part of Mint's broader governance and sustainability reporting.

In Mint's annual report each year, the Board will publish any Measurable Objectives set by the Board for that year as well as the progress achieved against those Measurable Objectives.

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## 6. Reasonable Accommodations

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Mint is committed to fostering an inclusive and accessible environment for all people we engage with, including employees, job applicants, contractors, suppliers, partners, and visitors to our workplaces.

Where a disability or health condition may impact a person's ability to safely and effectively participate in work or activities connected to our business, we will take reasonable steps to accommodate their needs, provided it does not create an undue hardship for the company or compromise health and safety.

Employees, applicants, and others interacting with Mint who require an accommodation are encouraged to contact the People Operations Team (or their primary Mint contact) to discuss their needs. All requests will be handled fairly, respectfully, and in accordance with applicable local laws and regulations.

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## **7. Equal Opportunity in Recruitment**

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We aim to attract the best talent in the market to support the business and offer our people the best place to work and grow their career. Diversity of thought is vital to our risk management and innovation. We should be aiming to hire people that share the same passions and values yet come to a problem with different views and perspectives – "great minds don't think alike, they challenge each other to think differently".

The aim is to find people who add to the team dynamic, a "culture add", instead of someone who just fits into it. While we aim to interview a diverse pool of candidates, ultimately, we want to fill every role with the best candidate to fulfil the business needs. We strive to promote diversity and equal opportunity in our hiring process for positions at all levels of Mint's organisation, including for Board and senior executive positions and across Mint's workforce.

Hiring teams are expected to:

- Use inclusive job descriptions and objective selection criteria.
- Apply structured interview processes and consistent evaluation frameworks.
- Make reasonable accommodations during hiring where required.

We actively monitor our recruitment processes for fairness, consistency, and accessibility. Recruitment teams are supported through training and reviewed periodically to ensure we uphold our commitments.

All hiring should be managed through the People Operations team, who may engage external recruiters for specialist roles or roles that may be difficult to fill.

Refer to the Hiring Guidelines for detailed information.

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## **8. Gender Diversity on the Board**

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In line with the Corporate Governance Principles and Recommendations (4th Edition) published by the ASX Corporate Governance Council, if Mint is in the ASX 300 Index at the commencement of the reporting period, the Measurable Objective for achieving gender diversity in the composition of the Board of Directors will be to have not less than 30% of its Directors of each gender within a specified period.

In Mint's annual report each year, the Board will publish the respective proportions of men and women on the Board, in senior executive positions and across Mint's workforce, as well as including Mint's definition of a 'senior executive' for these purposes.

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## **9. Before Commencing Employment**

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Mint reserves the right to conduct appropriate pre-employment background checks for relevant roles, including reference checks, identity, employment history, criminal history, professional qualifications, or conflicts of interest, as permitted by local laws. These checks will be conducted fairly, confidentially, and only where relevant to the role.

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## **10. Disclaimer**

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The processes set out in this policy are Mint best practice, but there may be circumstances where it is not practical or required to follow and may be reasonably varied in agreement with the People Operations team.

This policy is subject to review by us and may be changed or revoked at any time at our discretion.

If any part of this policy is contrary to law or a legal instrument, the law instrument will apply to the extent of the inconsistency.

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## 11. Governance and Oversight

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Mint's commitment to equal opportunity and an inclusive, values-driven culture is overseen by the Remuneration and Nomination Committee of the Board. This Committee is responsible for reviewing Mint's diversity and inclusion objectives, monitoring progress across the Board, Executive, and broader workforce, and advising on strategies that support equity and inclusion outcomes. For more information, refer to the **Remuneration and Nomination Committee Charter**.

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## 12. Legal Obligations

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Mint Innovation complies with all applicable employment and human rights legislation in the countries we operate, including but not limited to:

- **New Zealand:** Human Rights Act 1993, Employment Relations Act 2000
- **Australia:** Fair Work Act 2009, Sex Discrimination Act 1984
- **United Kingdom:** Equality Act 2010
- **United States:** Title VII of the Civil Rights Act 1964, Americans with Disabilities Act (ADA), Equal Pay Act

Mint will monitor developments in global employment and anti-discrimination legislation and update this policy accordingly to remain compliant and best practice across all regions we operate in.

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## 13. Need more information?

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Contact the People Operations Team.