

## Diversity, Equity, and Inclusion (DEI) Policy

### Purpose and Commitment

At Appen we are committed to creating and sustaining an inclusive, diverse, and equitable environment where every employee feels valued, respected, and empowered to contribute to their fullest potential.

We believe that diversity strengthens our company, enriches our work culture, and drives innovation that benefits our customers, stakeholders, and communities globally. Our Diversity, Equity, and Inclusion (DEI) policy sets forth our commitment to fostering an environment that is inclusive of all individuals and supportive of diverse perspectives, experiences, and talents.

### Scope

This policy applies to all employees, contractors, and contributors across all regions in which we operate. It is integral to our organisational culture, guiding our practices in recruitment, talent management, training, and day-to-day operations.

### Definitions

- **Diversity:** The presence of differences that include, but are not limited to, race, ethnicity, gender, gender identity, sexual orientation, inter-sex status, age, disability, religion, nationality, socioeconomic status, education, relationship status, family and caring responsibilities, veteran status, and life experiences.
- **Equity:** The acknowledgment of varying levels of advantage and disadvantage that exist in our community and workplace, and the commitment to fair and accessible design of structures, systems and processes to level the playing field.
- **Inclusion:** The practice of creating environments where all individuals feel welcomed, respected, supported, and valued, and where they have the opportunity to fully participate and contribute to the company's success.

### How we support Diversity, Equity, and Inclusion (DEI)

Appen is committed to:

- Creating a culture of inclusion by ensuring that our policies, programs, and practices enable our people to feel respected, valued for their contribution, and empowered to reach their full potential.
- Ensuring that recruitment and selection practices at all levels (from the Board downwards) are appropriately structured so that a diverse range of candidates are considered.
- Embedding diversity initiatives into broader talent management processes in order to support the development of all talent.
- Increasing diversity in our pool of skilled and experienced employees that, over time, can be considered for senior management and Board positions.
- Providing learning and development opportunities in a way that maximises fair and equitable access by all employees.

- Providing training and support to all Appen team members to create a workplace that supports diversity and inclusion.
- Ensuring compliance with all relevant legislation and client requirements.

Our Diversity, Equity, and Inclusion goals and progress are disclosed in our annual report. We also rely on our Employee Engagement Survey to measure the overall health of our culture.

We recognise that DEI is a continuous journey. We are committed to regularly reviewing our policies, practices, and outcomes to identify areas for improvement and to ensure that we are meeting our goals.

## Responsibilities

- The Appen Board, CEO, Chief People Officer and all Appen employees and contractors are responsible for helping to create a diverse, equitable and inclusive work environment.
- The Appen Board is responsible for setting measurable diversity objectives and assessing progress against them on an annual basis.
- All leaders have a responsibility, holding themselves and others accountable for our diversity commitments, as well as maintaining an inclusive workplace environment through role modelling inclusive behaviours.
- All Appen team members (including contractors) have a responsibility to foster a sense of belonging where we demonstrate care and respect towards one another, including meeting the expectations in our Code of Conduct and any related policies and procedures.
- All Appen team members should raise any suspected breach of this policy with our people leaders or the HR Team. The HR team will provide advice and support on this policy as required.

A breach of this policy may be regarded as misconduct, which may lead to disciplinary action (including termination of employment or engagement).

This policy will be reviewed on an annual basis by the People & Culture Committee to ensure it remains appropriate to the business, and amendments approved by a resolution of the Board.

## Reviews

Date	Change/s	Approved by	Next Review Date
12 <sup>th</sup> February 2025	Policy Created	Board 25 February 2025	February 2026
14 <sup>th</sup> November 2025	Policy reviewed	P&C Committee November 2025	November 2026