

Diversity Policy



Purpose

The Company is committed to fostering workplace diversity, recognizing the benefits arising from employee and board diversity, including a broader pool of high-quality talent, improving employee retention, accessing different perspectives and ideas, accessing international cultural insights, and benefiting from all available talent.

Diversity

By definition includes, but is not limited to, gender, marital or family status, sexual orientation, gender identity, age, physical abilities, ethnicity, religious beliefs, cultural background, socio-economic background, perspective, and experience.

ASX Compliance

To the extent practicable, the Company will address the recommendations and guidance provided in the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (ASX Principles).

Policy Status

This Diversity Policy does not form part of an employee's contract of employment with The Company, nor give rise to contractual obligations. However, to the extent that the Diversity Policy requires an employee to do or refrain from doing something and is at all times subject to legal obligations, this Diversity Policy forms a direction of The Company with which all personnel, including directors and contractors, are expected to comply.

Legal Compliance

This Policy does not impose on the Company, its directors, officers, agents, or employees any obligation to engage in conduct that is illegal or contrary to anti-discrimination or equal employment opportunity laws in any Australian State or Territory or foreign jurisdiction.

Objectives

The Diversity Policy provides a framework for the Company to achieve:

- A diverse and skilled workforce, leading to continuously enhancing service delivery and achievement of corporate goals;
- A Workplace culture characterized by inclusive practices and behaviors for the benefit of all staff.
- Improved employment and career development opportunities for underrepresented groups, including and not limited to women;

- A collection of measurable objectives for achieving gender diversity in the composition of its board, senior executives, and workforce generally;
- A work environment that values and utilizes the contributions of employees with diverse backgrounds, experiences, and perspectives through improved awareness of the benefits of workforce diversity and successful management of diversity; and
- Awareness amongst all personnel of their rights and responsibilities concerning fairness, equity, and respect for all aspects of fairness, equity, and respect for diversity, collectively, the (Objectives).

The Diversity Policy does not impose on the Company, its directors, officers, agents, or employees any obligation to engage in, or justification for engaging in, any conduct that is illegal or contrary to any anti-discrimination or equal employment opportunity legislation or laws in any State or Territory of Australia or of any foreign jurisdiction.

Responsibilities

The Board's Commitment

The Board is committed to workplace diversity, with a particular focus on enhancing representation of underrepresented groups, including women at the senior level of the Company and on the Company Board.

The Remuneration Committee is responsible for developing appropriate measurable objectives and strategies to meet the Objectives of the Diversity Policy (Measurable Objectives) and monitoring the progress of the Measurable Objectives through the monitoring, evaluation, and reporting mechanisms listed below.

The Remuneration Committee may also set Measurable Objectives for achieving gender diversity and monitor their achievement.

The Nomination Committee will conduct all Board appointment processes in a manner that promotes gender diversity, including establishing a structured approach for identifying a pool of candidates and utilizing external experts where necessary.

Strategies

The Company's diversity strategies include:

- Recruiting from a diverse pool of candidates for all positions, including senior management and the Board;
- Reviewing succession plans to ensure an appropriate focus on diversity;
- Identifying specific factors to take into account in recruitment and selection processes to encourage diversity;

- Developing programs to develop a broader pool of skilled and experienced senior management and board candidates, including workplace development programs, mentoring programs, and targeted training and development.
- Developing a culture that takes into account the domestic responsibilities of employees; and
- Any other strategies that the Board or the Remuneration and Human Resources Committee develops from time to time.

Monitoring and Evaluation

- The Company Secretary will monitor the scope and currency of this policy.
- The Company is responsible for implementing, monitoring, and reporting on the Measurable Objectives as established by the Remuneration Committee.
- Monitor Objectives as set by the Remuneration Committee and monitor their progress within the annual key performance indicators for the CEO and senior executives.
- The Board, together with management, will review at least annually the entity's progress towards achieving those measurable objectives and the adequacy of the entity's programs and initiatives in that regard.

Reporting

The Remuneration & Nomination Committee or the Company Secretary will report to the Board on progress against the Measurable Objectives on a six-monthly basis.

The Remuneration Committee or the Company Secretary will report annually to the Board on the achievement of the Objectives.

The Board will include in the Annual Report each year:

- Measurable Objectives, if any, set by the Board;
- Progress against the Objectives, if applicable.

This policy is reviewed annually.