

koala[®]

DIVERSITY POLICY

The Koala Company Ltd
ACN 619 538 671



Diversity Policy

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(ACN 619 538 671)

1. Purpose

The purpose of this Diversity Policy ("**Policy**") is to set out the guiding principles and practices which underpin the approach of The Koala Company Ltd ("**Company**" or "**Koala**") and its subsidiaries to developing and maintaining a diverse and welcoming workplace which values the inclusion of individuals with diverse skills, values, experiences, backgrounds and attributes, including those gained on account of their sex, gender identity, age, disability, ethnicity, family status, religious identity, cultural background, sexual orientation and socioeconomic background.

2. Scope

The Policy applies to all Koala directors, officers, employees, secondees, contractors and consultants.

3. Objectives

Koala has defined the following objectives and commitments to support diversity in the workplace:

- ensuring that Koala's corporate culture and values at all levels supports diversity and inclusion in the workplace whilst maintaining a commitment to a high-performance culture;
- ensuring that recruitment and selection practices at all levels are appropriately structured so that a diverse range of candidates are considered and guarding against any conscious or unconscious biases that might discriminate against certain candidates;
- designing and implementing programs and processes that will assist in the development of a broader and more diverse pool of skilled and experienced employees and that, over time, will prepare them for senior management and board positions;
- supporting at all levels an individual's domestic responsibilities (including the adoption of flexible work practices that will assist them to meet those responsibilities);
- providing opportunities for employees on extended parental leave to maintain their connection with the workplace;
- ensuring the policy for selection and appointment of new directors is transparent and considers all facets of diversity to avoid "groupthink" or other cognitive biases in decision making;
- ensuring development and succession plans for directors and senior management include gender diversity as a relevant consideration;
- monitoring and measuring the achievement of all diversity objectives set by the Board; and
- considering whether key performance indicators for senior management might be an appropriate way of furthering gender diversity objectives.



4. Responsibilities

The Board has formally adopted this policy, reflecting a commitment by the Board for accountability across the Koala Group to achieve its diversity goals.

The Board has responsibility for this policy, including its regular review and the monitoring of its effectiveness.

The Board has responsibility to:

- provide strategic direction on aspects of diversity including in respect of women in leadership, age diversity and cultural diversity (“**Objectives**”);
- assess annually the Company’s progress toward achieving its Objectives; and disclose:
 - the Diversity Policy on the Company’s website;
 - the respective proportions of men and women on the Board, in senior executive positions and across the whole workforce (including how the entity has defined “senior executive” for these purposes) or the entity’s Gender Equality Indicators, as defined in the *Workplace Gender Equality Act 2012* (Cth).
- If Koala undertakes a gender pay equity audit (which must be approved by the Board), the Board will consider the results of any such audit and any disclosure related issues.

The Board will be responsible for approving any key performance indicators for senior management in relation to any of the Objectives.

5. Review

This Policy will be reviewed every two years or as required to ensure it is operating effectively, and to determine whether changes are required.

The Board may change this Policy from time to time by resolution.

Authorised by: The Board	Version No: 1
Maintained by: Company Secretary	Last revised and approved: 20 May 2025