

DIVERSITY POLICY

Introduction

The Company commits to workplace diversity and inclusion.

The Company recognises the importance of employees and Board members and the value of diversity in accessing a broader talent pool that brings with it improved employee retention, access to different perspectives and ideas, and increased value opportunities for the organisation.

The Company embraces diversity and inclusion at all levels in the organisation and is committed to ensuring current, and future employees, regardless of gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, cultural background, socio-economic background, perspective, and experience, are treated equally.

Where the Company employs more than 100 employees, the Board undertakes to where practical apply the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations on diversity. While the Company's workforce remains below 100 employees, the Board will continue to drive the diversity strategy on an informal basis and will apply the initiatives contained in this Diversity Policy to the extent the Board considers them necessary, practical, and achievable in the context of the Company's needs and available resources.

The Diversity Policy may not directly form part of an employee's employment contract. However, at all times subject to legal obligations, where the policy requires an employee to do or refrain from doing something, the Diversity Policy forms a direction of the Company, which an employee is expected to comply with.

Objectives

The Diversity Policy's objectives are to ensure that all directors, senior executives, and employees understand the Company's commitment to recognising the value of diversity and inclusion in our organisation.

The Diversity Policy provides a framework for:

- a) a diverse and skilled workforce that facilitates continuous improvement in business activities and corporate goals.
- b) a culture that promotes inclusive practices, behaviours and values employees with diverse backgrounds, experiences, and perspectives.
- c) equal employment opportunities in an environment that promotes respect, dignity, fairness that is free from discrimination.
- d) a workplace that does not tolerate, discrimination, harassment, vilification, and victimisation.

(the **Objectives**).

The Diversity Policy does not impose any obligations or justification that is illegal or contrary to any laws or legislation on the Company, its directors, officers, agents, or employees in any State or Territory of Australia or any foreign jurisdiction.

Responsibilities

The Board's commitment

The Board acknowledges its responsibility for the Diversity Policy and will evaluate and monitor the progress against the Company's Strategies and Objectives and will periodically review the policy to ensure it is operating effectively and coordinate any changes if required.

Strategies

The Company's diversity strategies include:

- a) recruiting from a diverse pool of candidates for all positions, including senior management and Board members.
- b) reviewing succession plans to ensure an appropriate focus on diversity.
- c) identifying specific factors to consider during recruitment and selection processes to encourage diversity; and
- d) strategies the Board develops from time to time.

Monitoring & Evaluation

The Board is responsible for evaluating the performance and compliance of the Diversity Policy.

The Company is responsible for implementing, monitoring, and reporting performance against the Objectives.

Where appropriate, the Board will review progress against the Objectives in its annual performance assessment.

Reporting

Where the Company employs 100 or more employees, the Company will disclose, for each financial year:

- a) any measurable Objectives, if any, set by the Board.
- b) progress against the Objectives; and
- c) the proportion of men and women on the Board, in senior executive positions and across the Company.

Where the Company employs less than 100 employees, the Company will disclose information under sections (a), (b), and (c) to the extent they are relevant.