DIVERSITY POLICY

1 Introduction

The Company is committed to workplace diversity and inclusion at all levels of the Company regardless of gender, marital or family status, sexual orientation, gender identity, age, physical or intellectual impairment, ethnicity, religious belief, cultural background, socio-economic background, perspective, and experience.

This Policy reflects the Company's values of People, We Care, Act like an Owner, and We Commit. The Company recognises the benefits arising from Board and employee diversity, including a broader pool of high-quality employees, improving employee retention, accessing different perspectives and ideas, and benefiting from all available talent.

Diversity includes, but is not limited to, matters of gender, age, ethnicity and cultural background. In order to encourage an inclusive workplace, the Company does not tolerate discrimination, harassment, vilification and victimisation.

2 Objectives

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

(a) a diverse and skilled workforce, leading to continuous improvement in service delivery and achievement of corporate goals;

(b) a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;

(c) an inclusive workplace where discrimination, harassment, vilification and victimisation cannot and will not be tolerated;

(d) improved employment, talent management and career development opportunities for women;

(e) enhanced recruitment practices whereby the best person for the job is employed, which requires the consideration of a broad and diverse pool of talent;

(f) a work environment that values and utilises 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

(g) awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of 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 which 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.

3 Responsibilities

3.1 The Board's commitment

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

The Board is responsible for developing 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 Board may also set Measurable Objectives for achieving gender diversity and monitor their achievement.

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

3.2 Strategies

The Company's diversity strategies include:

(a) recruiting from a diverse pool of candidates for all positions, including senior management and the Board;

(b) the requirement of at least one female candidate to be shortlisted for all appointments including executive and Board positions if a suitably qualified candidate exists in the applications;

(c) reviewing succession plans to ensure an appropriate focus on diversity;

(d) identifying specific factors to take account of in recruitment and selection processes to encourage diversity;

(e) 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;

(f) developing a culture which takes account of domestic responsibilities of employees; and

(g) any other strategies the Board develops from time to time.

4 Monitoring and evaluation

(a) The Chair will monitor the scope and currency of this policy.

(b) The Company is responsible for implementing, monitoring and reporting on the Measurable Objectives.

(c) Measurable Objectives must be reviewed and set annually.

(d) Measurable Objectives as set by the Board will be included in the annual key performance indicators for the CEO and senior executives.

(e) In addition, the Board will review progress against the Objectives as a key performance indicator in its annual performance assessment.

5 Reporting

The Board will include in the Annual Report each year:

(a) the Measurable Objectives, set by the Board for that year;

(b) progress against the Measurable Objectives; and

(c) either:

(i) the proportion of women employees in the whole organisation, at senior management level and at Board level; or

(ii) if the Company is a "relevant employer" under the Workplace Gender Equality Act, the Company's most recent "Gender Equality Indicators", as defined in and published under that Act.

6 Document Control

Version Number	Revision Date	Document Owner	Document Approver
Version 2.1	21 May 2024	Company Secretary	Board of Directors
Version 2.2	08 May 2025	Company Secretary	Board of Directors
Version 2.3	05 May 2026	Managing Director	Board of Directors