

# Diversity and Inclusion Policy

November 2021

atturra

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# 1. Introduction

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## 1.1. Company's commitment

The Company is committed to creating an inclusive culture at all levels of the company in which diversity is recognised and valued.

The Company recognises the strategic and personal advantages that arise from such a workplace and acknowledges that diversity relates not only to gender, but also to age, ethnicity, disability, marital or family status, religious beliefs, cultural background, sexual orientation, socio-economic background, perspective, experience and gender identity.

## 1.2. Purpose of Policy

The purpose of this Policy is to enable the Board to:

- (a) set a clear intention and framework to deliver the diversity and inclusiveness it desires to see throughout the Company;
- (b) set measurable objectives for achieving gender diversity in the Board, at the Senior Executive level, and across the Company's workforce generally;
- (c) annually review and assess those measurable objectives and the Company's progress in achieving them; and
- (d) disclose the Company's progress in achieving them.

The size of the Company and the scale of its operations is to be taken into account when setting measurable objectives pursuant to clause 1.2 of this Policy.

This Policy applies to the Board and all employees of the Company and the Group.

This Policy is to complement existing employment related policies and documentation. This Policy does not form part of an employee's contract of employment with the Company or any of its Related Bodies Corporate, nor does it give rise to contractual obligations. However, to the extent that this Policy requires an employee to do or refrain from doing something, and at all times subject to legal obligations, this Policy forms a direction of the Company with which an employee is expected to comply.

### 1.3. ASX Corporate Governance Council's Corporate Governance Principles

To the extent practicable, the Company has adopted the recommendations provided in the ASX Corporate Governance Council's *Corporate Governance Principles and Recommendations (4th Edition, 2019)* as amended from time to time (**ASX Principles**) and, in particular, the recommendations regarding diversity.

## 2. Definitions and interpretation clauses

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General terms and abbreviations used in this Policy have the meanings set out below:

<b>ASX</b>	means ASX Limited ACN 008 624 691 or the securities market operated by ASX Limited, as the case may be.
<b>ASX Principles</b>	has the definition given to that term in paragraph 1.3.
<b>Board</b>	means the board of directors of the Company.
<b>Company</b>	means Atturra Ltd ACN 654 662 638.
<b>Group</b>	means the Company and its Related Bodies Corporate.
<b>Managing Director</b>	means the managing director, or equivalent chief executive officer, of the Company.
<b>Measurable Objectives</b>	has the meaning given to that term in paragraph 5 of this Policy.
<b>Policy</b>	means this diversity policy.

<b>Related Bodies Corporate</b>	has the meaning given to it in section 9 of the Corporations Act.
<b>Secretary</b>	means the company secretary of the Company.
<b>Senior Executive</b>	means the Managing Director or any other senior executive directly reporting to the Managing Director.

### 3. Objectives

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This Policy provides a framework for the Group 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) improved employment and career development opportunities for women;
- (d) 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
- (e) awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity,

collectively, the **Objectives**.

This Policy does not impose on the Group, 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.

## 4. Benefits of diversity

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The Company recognises that organisational performance is linked to workplace diversity. Through fostering an inclusive environment which recognises a variety of quality employees, the Company aims to improve employee retention, to embrace different perspectives and to enhance the Group's reputation.

Embracing diversity in the workforce enables the Company to:

- (a) attract, retain and motivate employees from the widest possible pool of talented candidates;
- (b) create a culture that embraces diversity and that rewards people who act in accordance with this Policy;
- (c) develop and retain an appropriate skills base in the Company;
- (d) make more informed and innovative decisions, drawing on the wide range of ideas, experiences, approaches and perspectives that employees from diverse backgrounds, and with differing skill sets, bring to their roles in the Company;
- (e) motivate employees;
- (f) better represent the diversity of all stakeholders

## 5. Board's Commitment

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The Board is committed to ensuring inclusion at all levels of the Company, regardless of gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, cultural background, socio-economic background, perspective and experience.

The Board values diversity at all levels of the Company and recognises that diversity of people provides richness in the discussions undertaken and insights given in respect of the Company and its operations.

The Board is responsible for developing measurable objectives and strategies to meet the Objectives of this Policy and to ensure that the Policy aligns with the Company's

values including measurable objectives (such as numerical targets) for achieving gender diversity in the composition of the Board, Senior Executives and the workforce generally (**Measurable Objectives**). These measures should focus on all areas that are measurable of each type of diversity, including but not limited to gender. It is also responsible for reviewing annually both the Measurable Objectives and the Company's progress in achieving the Measurable Objectives, through the monitoring, evaluation and reporting mechanisms listed below.

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

## 6. Strategies

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The Company's diversity strategies include:

- (a) 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 for all positions, including the Senior Executive level and the Board, guarding against any conscious or unconscious biases that might discriminate against certain candidates;
- (b) identifying specific factors to be taken into account in recruitment and selection processes to encourage diversity at all employee levels in the Company and guarding against any conscious or unconscious biases that might discriminate against candidates;
- (c) reviewing succession plans to ensure an appropriate focus on diversity;
- (d) when engaging external recruiters provide within that engagement that they should ensure a diverse set of candidates is provided, for example a target that 50% of candidates are diverse;
- (e) developing Measurable Objectives for the proportion of women to be employed by the Company at each employee level within a specified timeframe;
- (f) designing and implementing programs to develop a broader and more diverse pool of skilled and experienced Senior Executive and Board

candidates, including workplace development programs, mentoring programs and targeted training and development;

- (g) developing and instilling an inclusive culture in which discrimination, harassment, vilification and victimisation are not tolerated;
- (h) developing and instilling a culture which takes account of the domestic responsibilities of employees and where feasible offers flexibility in work arrangements to enable employees to meet those responsibilities;
- (i) providing opportunities for employees on extended parental leave to maintain their connection to the Company, for example, by offering them the option to receive all staff communications and to attend work functions and training programs; and
- (j) any other strategies the Board develops from time to time.

## 7. Compliance requirements

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### 7.1. Compliance

The Company intends to meet its obligations with respect to the issue of diversity, as may be required under the ASX Principles and other regulatory requirements (if any), by:

- (a) establishing this Policy as a compliant policy in accordance with ASX Principle 1.5 by:
  - (i) establishing Measurable Objectives for achieving gender diversity; and
  - (ii) the Board assessing annually the Measurable Objectives for achieving gender diversity and the Company's progress towards achieving them;

- (b) disclosing this Policy or a summary of it on the corporate governance page on the Company's website in accordance with ASX Principle 1.5;
- (c) making disclosure in its annual report, and in accordance with ASX Principle 1.5, regarding:
  - (i) the Measurable Objectives for achieving gender diversity set by the Board under this Policy;
  - (ii) the Company's progress towards achieving the Measurable Objectives; and
  - (iii) the proportion in the Company and the Group of female employees (relative to their male counterparts) at each employee level, particularly females in Senior Executive positions;
- (d) aiming to have each gender comprise at least 25% of the Board while the Board is comprised of four members or less, at least 30% of the Board while the Board is comprised of six members or less and 40% of the Board while the Board is comprised of eight members or less; and
- (e) making disclosure in its annual report, and in accordance with ASX Principle 2.2, of the mix of skills and diversity that the Board is looking to achieve in the composition of the Board.

## **7.2. Responsibility for compliance**

The Secretary will assume the responsibility to ensure that the Company meets its compliance and reporting obligations referred to in paragraph 7.1 above, including by collecting and collating all relevant data and ensuring that management processes and systems are adequate and effective for such reporting obligations to be met.

## 8. Monitoring and evaluation

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The Board will:

- (a) oversee the implementation of this Policy;
- (b) monitor the prescribed Measurable Objectives for achieving diversity on the Board and in the workplace generally;
- (c) undertake to conduct the annual formal review of both the Measurable Objectives and the performance of the Company against the Measurable Objectives;
- (d) include the Measurable Objectives set by the Board in the annual key performance indicators for the Managing Director and Senior Executives; and
- (e) ensure the progression of this Policy, including implementing strategies to do so.

## 9. Communication

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The Company commits to the communication of this Policy within the Company and to its shareholders and the market, including via the corporate governance page on its website:

- (a) so as to demonstrate transparency and accountability; and
- (b) to better promote the prospects of attainment of the Measurable Objectives.

## 10. Overriding caveat

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Nothing in this Policy is to be taken, interpreted or construed so as to endorse:

- (a) the principal criteria for selection and promotion of people to work with the Company being other than their overall relative prospect of adding value to the Company and enhancing the probability of the Company achieving its objectives;
- (b) any discriminatory behaviour by or of the Company contrary to the law, or any applicable codes of conduct or behaviour for the Company and its personnel; or
- (c) any existing employee of the Company in any way feeling threatened or prejudiced by this Policy in their career development or otherwise, merely because their diversity attributes at any time may have more, rather than less, in common with others.

## 11. Accountability

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Reporting and accountability with respect to the terms of this Policy will be a periodic item on the Board's agenda.

## 12. Review

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This Policy will be reviewed regularly by the Board to ensure that it is operating effectively, having regard to the changing circumstances of the Company. Any changes to the Policy will be communicated by the Company to its staff, its shareholders and the market.

Updates and amendments to this Policy will be the responsibility of the Secretary. All new management or other relevant staff will be provided with a copy of this Policy as part of their induction into the Company. Any updates or amendments as approved by the Board will be notified to appropriate officers and staff by the Secretary and corresponding updates and amendments will be made to this Policy and contained on the corporate governance page on the Company's website.

## 13. Variation

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The Board may amend this Policy by resolution.

## 14. Disclosure

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This Policy will be made available, and updated as required, on the corporate governance page on the Company's website (<https://atturra.com/au-en/>).