

# Diversity and Inclusion Policy

Issue Number 2

Release Date:

**27 September, 2022**

## 1. Purpose

To encourage and develop diversity at all levels of the Inventis Group (The Group).

## 2. Scope

This policy applies to all Inventis employees, including directors, officers, contractors and consultants (Employees) acting on the Company's behalf and includes the recruitment and selection process at all levels, terms and conditions of employment, including pay and remuneration, talent identification, promotion, work assignment, training and development and any other aspect of employment.

## 3. Roles and Responsibility

### 3.1 The Board

The Inventis Board, with assistance from management, is responsible for devising strategies to ensure the Group's diversity objectives are met.

### 3.2 All Employees

All employees have the responsibility to understand and comply with this policy, incorporating it into their work practices and to report suspected violations of the policy.

### 3.3 Managers

It is the responsibility of Managers to understand their role in promoting diversity in the workplace, and communicating and implementing policies, standards and procedures effectively.

## 4. Policy application

The principles of this policy are to be complied with or incorporated into subsidiaries and is to be urged to be adopted by any related entities.

## 5. Policy

The Company welcome and respect all and are committed to treating all staff equally irrespective of their gender, race, age, ethnicity, sexual orientation, disability, or religious belief. The Company's guiding principles promote awareness and proactive management practices regarding workplace diversity and how this is applied across the Inventis Group:

- A diverse workplace is a competitive advantage in retaining and attracting the best people to improve our business performance.
- The experience of work for employees is to be inclusive and respectful of individual differences, including but not limited to, family responsibilities.

- Awareness of the rights and responsibilities of individuals with regard to equity and respect for others is important for all employees.
- The Company's diversity objectives are to:
  - ensure recruitment is from a diverse range of people based on merit;
  - ensure all employees have equal access to opportunities in the workplace; talent management programs as part of the performance appraisal are in place to support this;
  - ensure there is equal pay for equal work; and
  - continue to build an environment that is accepting of a diverse range of backgrounds and views.
- In respect to gender diversity, management will:
  - annually develop for approval by the Remuneration Committee:
    - measurable objectives; and
    - Targets and key performance indicators (KPIs) to verify progress towards the objectives.
  - monitor and review the progress to achieving the objectives.
  - report to the Board in December and June each year (in line with half year and full year reporting).
- The Inventis Board is responsible for maintaining and overseeing the Group's diversity policy and objectives and has delegated responsibility for reviewing remuneration by gender to the Remuneration Committee.
- The annual report will disclose:
  - the agreed measurable objectives for achieving gender diversity;
  - the progress from time to time towards achieving them; and
  - the proportions in the Group (relative to their male counterparts) of: % female employees: % females in senior executive positions; % females on the Board

## 6. Obligations

The obligations under this policy are in addition to the Code of Conduct and Core Values.

## 7. Review

This policy is to be reviewed every two years.

## Approved by the Board

Date for next review of this policy: **September 2025**