

Diversity Policy

Jayex Technology Limited ACN 119 122 477 (**Company**)

Reviewed/Approved by the Board	
Adopted	9 September 2015
Reviewed & Approved	23 March 2020
Reviewed & Approved	21 July 2022

Diversity Policy

1. Introduction

Jayex Technology Limited (**‘Jayex’ or ‘the Company’**) recognises the benefits arising from employee, senior management and Board diversity, including a broader pool of high quality employees, improving employee retention, accessing different perspectives and ideas and benefiting from all available talent.

2. Purpose

The purpose of the Diversity Policy (**the “Policy”**) is to outline the Company’s commitment to fostering a corporate culture that embraces diversity and, in particular, focuses on the composition of its Board and senior management team. The policy also provides a process for the Board to determine measurable objective which the Company will implement and report to achieve its diversity goals.

3. Policy

3.1 Diversity Commitment

The Company is committed to:

- (a) encouraging diversity to assist the organisation in meeting its strategic goals by promoting workplace relationships and opportunities that are fair and equitable;
- (b) ensuring that the Company's corporate culture and values at all levels support diversity and inclusion in the workplace whilst maintaining a commitment to a high-performance culture;
- (c) ensuring that recruitment and selection practices at all levels are appropriately structured so that a diverse range of candidates are considered and guard against any conscious or unconscious biases that might discriminate against certain candidates;
- (d) designing and implementing programmes and processes that will assist in the development of a broad and diverse pool of skilled and experienced employees and that, over time, will prepare them for senior management and board positions;
- (e) having a zero tolerance for discrimination, harassment, vilification and victimisation so as to promote a safe and inclusive work environment;
- (f) supporting an individual's domestic responsibilities (including the adoption of flexible work practices that will assist them to meet those responsibilities);
- (g) providing opportunities for employees on extended parental leave to maintain their connection with the workplace;
- (h) 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;
- (i) ensuring development and succession plans for directors and senior management include diversity as a consideration;

- (j) monitoring and measuring the achievement of all diversity objectives set by the Board; and
- (k) considering whether key performance indicators for senior management might be an appropriate way of furthering diversity.

(collectively, the **Diversity Objectives**).

- 3.2 The Board is responsible for developing, where possible, measurable objectives and strategies to meet the Objectives of the Diversity Policy (“Measurable Objectives”) and is also responsible for monitoring the progress of the Measurable Objectives through various monitoring, evaluation and reporting mechanisms.
- 3.3 This 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 place the Company's does business.
- 3.4 While the key focus of the Diversity Policy and the ASX Corporate Governance Council’s recommendations is on promoting the role of women within organisations, the Company recognises that other forms of diversity are also important and will seek to promote and facilitate a range of diversity initiatives throughout the Company beyond gender diversity.

3.5 Application

- (a) This Policy applies to all of the Company’s people, who include but may not be limited to:
 - i. the Board; and
 - ii. all Company offices, employees and all people who work for the Company including contractors and consultants.
- (b) This Policy is to be read in conjunction with:
 - i. the Code of Conduct;
 - ii. Statement of Values; and
 - iii. any other existing employment related policies and documentation of the Company.
- (c) This Policy does not form part of an employee's contract of employment with the Company, 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.

3.6 Strategies

The Company’s strategies to help achieve its diversity objectives include:

- (a) Facilitating a corporate culture that embraces diversity and recognises employees at all levels have responsibilities outside of the workplace;
- (b) Ensuring that meaningful and varied development opportunities are available to all employees to enhance the retention of new employees and promotion of existing employees;
- (c) Recruiting from a diverse pool of candidates for all positions, including Board and senior management appointments; and
- (d) Reviewing succession plans to ensure an appropriate focus on diversity.

3.7 Measuring Objectives

- (a) The Board will set measurable objectives for achieving diversity in accordance with this policy and the diversity targets set by the Board from time to time and will review the effectiveness and relevance of these measurable objectives on an annual basis.
- (b) The Company offers a flexible and family friendly working environment and is therefore able to attract talented and experienced females into the organisation in senior positions.

4. Benefits of Diversity

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

4.2 Embracing diversity in the workforce enables the Company to:

- (a) improve financial performance;
- (b) attract and recruit the right people from a diverse pool of talented candidates;
- (c) create a culture that embraces diversity and that rewards people who act in accordance with this Policy;
- (d) develop and retain an appropriate skills base in the Company;
- (e) 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; and
- (f) better reflect the diversity of all stakeholders.

5. Monitoring and Evaluation

- 5.1 The Board will monitor the scope and currency of this policy.
- 5.2 The Board is responsible for implementing, monitoring and reporting on the Measurable Objectives.
- 5.3 As required, Measurable Objectives set by the Board will be included in the annual key performance indicators for the Managing Director and senior executives.
- 5.4 In addition, the Board will review progress against the Objectives as a key performance indicator in its annual performance assessment.

6. Overriding Caveat

- 6.1 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 of their diversity attributes.

7. Annual Disclosure

- 7.1 The Board will report annually on the progress and achievement of the Objectives and will ensure that the Policy is made publically available on the Company's website, as recommended in *Recommendation 3.5* of the ASX Corporate Governance Principles and Recommendations ("ASX Principles").
- 7.2 Pursuant to the ASX Principles, the Board will include in the Company's Corporate Governance Statement each year:
 - (a) Progress against achieving the Objectives (Recommendation 3.3);
 - (b) Measurable Objectives as set by the Board (Recommendation 3.3);
 - (c) Separately, the percentage of women and men employed within the entire Company, at the senior management level and at the Board level (Recommendation 3.4);
 - (d) A statement as to the mix of skills and diversity which the Board is looking to achieve in membership of the Board (Recommendation 2.6).

8. Approved and adopted

This Policy was approved and adopted by the Board on 9 September 2015.