

Diversity Policy

EntX Limited
ACN 164 573 728

Approved: 11 April 2022

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(Company)

Diversity policy

1. Introduction

- 1.1 The Company values and is committed to promoting and achieving diversity at all levels within the organisation and recognises that diversity in its workforce can improve corporate performance and lead to increased shareholder value. All references to Company include all subsidiaries existing at the time.

2. What is diversity?

- 2.1 A diverse workforce is one that recognises and embraces the different skills, experiences and perspectives that people bring to the organisation through their gender, marital or family status, origin, ethnicity, cultural background, economic circumstance, physical ability, age, sexual orientation and/or religious beliefs.

3. Benefits of diversity

- 3.1 Diversity in the workforce results in greater organisational strength and innovation, deeper problem-solving ability and the generation of a wider range of new business opportunities.
- 3.2 Promoting diversity at all levels of the Company's business is likely to support employee retention and broaden the recruitment pool, a critical factor in the highly competitive global recruitment market in which the Company operates.
- 3.3 The Company also recognises that promoting diversity in the workforce is a responsible governance practice consistent with best practice corporate governance principles.

4. Achieving diversity in the workplace

- 4.1 The Company is committed to attracting and retaining a diverse range of talented individuals to work at all levels of the organisation.
- 4.2 The key selection criteria in making all appointments in the organisation are a candidate's ability to add value and assist with the achievement of the Company's objectives. Decisions are based on merit, having regard to candidates' capabilities, experiences, skills, past performance and ability to add value to the Company's business as a whole, and free from conscious or unconscious biases that might discriminate against certain candidates and employees. Appointments are made from as diverse a pool of candidates as possible and professional recruitment firms may be engaged to assist with this process.
- 4.3 All employees are given the opportunity to build their capabilities and progress their career through participation in regular career development discussions. Through this process, employees are assisted to develop skills and experience that form part of the preparation for more senior roles in the Company. Performance appraisals will be conducted annually and employees will be provided with pathways to develop their skills within the Company.

5. Measuring the achievement of diversity

- 5.1 Progress in achieving diversity will be a periodic item on the Board's agenda. It will be formally assessed by the Board annually and will be subject to periodic review.
- 5.2 The Company Secretary will monitor diversity at all levels of the organisation and report to the Board, identifying areas where the Company is achieving its diversity objectives and areas where gaps need to be addressed. Progress will be measured against appropriate and meaningful measurable gender diversity objectives across the Board, senior executives and the workforce generally as agreed from time to time by the Board, and these objectives will be reviewed on a periodic basis.
- 5.3 The Board will develop strategies to address any gaps, which may include establishing formal mentoring relationships, providing professional development opportunities and/or leadership programs and negotiating flexible working arrangements, to assist in the development of a broad and diverse pool of skilled and experienced employees that, over time, will prepare them for more senior roles within the company.

6. Achieving gender diversity

- 6.1 An integral component of the Company's diversity strategy is the promotion and achievement of gender diversity. Progress in achieving gender diversity will be a periodic item on the Board's agenda. It will be formally assessed by the Board annually.
- 6.2 The Company secretary will assess gender diversity at all levels of the organisation and report to the Board, identifying areas where the Company is achieving its diversity objectives and areas where gaps need to be addressed. Progress will be monitored against measurable objectives agreed to from time to time by the Board, and these objectives will be reviewed on an annual basis.
- 6.3 The Company recognises that a diverse workplace can only be achieved if it is free of discrimination, harassment, vilification, and victimisation, and such behaviours will not be tolerated.

7. Communication

- 7.1 This policy will be communicated and promoted at all levels of the organisation and disclosed on the Company's website for reference by external stakeholders.

8. Periodic Updates

This policy shall be reviewed periodically to check that it is operating effectively and whether any changes to it are required.