

Diversity Policy

2024

This statement is current as at 26 September 2024 and has been approved by the Board of Redivium Limited

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1. INTRODUCTION

1.1. PURPOSE

Redivium Limited (**Redivium** or the **Company**) is committed to providing an inclusive workplace and organisation culture that embraces diversity and supports equal opportunity and multicultural awareness.

The Company values diversity in all aspects of its business and is committed to creating a working environment that recognises and utilises the contribution of all of its employees. Redivium recognises that diversity in its business helps create sustainable shareholder value, provides a more dynamic and enjoyable work environment, and will often create new opportunities for the Company.

1.2. STATEMENT OF POLICY

The Diversity Policy (the **Policy**) is a commitment by the Company to actively seek to maintain a diverse workforce to create a workplace that is fair and inclusive, applies fair and equitable employment practices and provides a working environment that will allow all employees to reach their full potential.

The Policy documents the principles and commitment in relation to diversity upon which the Company forms and implements its recruitment and retention strategies for Board, management and workforce roles.

2. APPLICATION

2.1 WHO IS COVERED BY THE POLICY

The Policy applies to:

- (a) Redivium and all of its subsidiaries (the **Group**);
- (b) all Redivium's directors, officers, employees, and contractors of the Group (**Redivium Personnel**); and
- (c) Redivium's operations inside and outside of Australia.

Each person has an obligation to support and respect equality, workplace diversity and ethical practices in the workplace.

3. THE POLICY

3.1 PRACTICES

Redivium aims to ensure all matters related to employment and career development will be free from discriminatory practices by ensuring that selection for jobs and career progression is determined by personal merit, competency, qualifications and ability to effectively perform the role. The Group will actively ensure equal opportunity in relation to:

- (a) gender;
- (b) marital status;
- (c) sexual orientation
- (d) age
- (e) race/cultural background
- (f) family responsibilities; and

(g) disability.

3.2 STRATEGIES

The Board is responsible for developing measurable objectives and strategies to meet the objectives of the Policy (the **Measurable Objectives**) and monitoring the progress of the Measurable Objectives through the monitoring, evaluation and reporting mechanisms listed below. The Board shall regularly assess any Measurable Objectives (if any), and the Company's progress towards achieving them.

The Board will consider conducting 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.

The Company's diversity strategies may include:

- (a) recruiting from a diverse pool of candidates for all positions, including senior management and the Board;
- (b) identifying specific factors to take account of in recruitment and selection processes to encourage diversity;
- (c) 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;
- (d) developing a culture which takes account of domestic responsibilities of employees; and
- (e) any other strategies the Board develops from time to time.

4. CONSEQUENCES OF BREACH

All Redivium personnel are responsible for maintaining the Policy and have a responsibility to report any suspected or actual breaches to the management or an appropriate Board member.

The Company's board (the **Board**) is responsible to ensure that all Redivium personnel are aware of the Policy and to ensure that any individual who does not adhere to these ideals is dealt with appropriately by executive management. Non-compliance will be taken seriously and will be subject to appropriate action (counselling or disciplinary), up to and including termination of a person's employment or appointment.

5. MONITORING

Redivium Personnel must notify the Company Secretary as soon as possible of suspected, potential or actual breaches of the Policy. Personnel should seek the advice of the Company Secretary if unsure whether particular conduct constitutes a breach of the Policy.

All such reports will be handled in accordance with the Whistleblower Policy.

6. PUBLICATION

A copy of the Policy will be provided to all Redivium Personnel and will be published on the Company's website (<https://redivium.com>).

If you do not understand the Policy or how it applies to you, you should discuss the matter with the Company Secretary before taking any action. If you wish to receive training on compliance, please contact the Company Secretary.

7. REVIEW

The Policy will be reviewed annually to ensure it continues to comply with all applicable laws and good corporate governance practices.