



ALCIDION

Diversity Policy

Alcidion Group Limited

ACN 143 142 410

Version No: V.01

Approved by: Alcidion Board

Date: 20 June 2019

Document Revision History

Date	Version	Author	Scope
20 June 2019	V.01	Alcidion Board	Adopted
21 May 2020	V.01	Alcidion Board	Reviewed

1. Introduction

- 1.1. Alcidion Group Limited (Company) is committed to workplace diversity. The Company recognises the benefits arising from employee and board diversity, including a broad pool of high-quality employees, accessing different perspectives and ideas and benefiting from all available talent.
- 1.2. Diversity includes, but is not limited to, gender, age, ethnicity and cultural background.
- 1.3. To the extent practicable, the Company will address the recommendations and guidance provided in the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (ASX Principles).

2. Objective

- 2.1. The Diversity Policy (Policy) provides a framework for the Company to achieve:
 - a) a diverse and skilled workforce, with the aim of leading to continuous improvement and achievement of corporate goals;
 - b) a workplace culture characterised by inclusive practices and behaviours;
 - c) equal employment and career development opportunities for all staff, regardless of gender, sexual preference or cultural background; and
 - d) a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives.(collectively, the "Objectives").
- 2.2. The Diversity 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 State or Territory of Australia or of any foreign jurisdiction. In particular, the Diversity Policy does not detract from the duties of the directors and officers of the Company to exercise their powers and discharge their duties in good faith in the best interests of the Company.

3. Responsibilities

- 3.1. As the Company progresses through its stages of development, the Board is responsible for the application of measurable objectives and strategies to meet the objectives of the Diversity Policy (measurable objectives). If or when measurable objectives are implemented the monitoring of the progress of measurable objectives will be through the monitoring, evaluation and reporting mechanisms listed below.

4. Monitoring and Evaluation

- 4.1. The Board, with the assistance of the Company Secretary, will monitor the scope and currency of this Policy.

5. Reporting

- 5.1. The Company will disclose, for each financial year:
 - a) any measurable Objectives set by the Board (once adopted);
 - b) progress against these measurable Objectives (once adopted); and

- c) either:
- i. the respective proportions of men and women on the Board, in senior executive positions (including how the Company has defined “senior executive” for these purposes) and across the whole Company; or
 - ii. if the entity is a “relevant employer” under the Workplace Gender Equality Act, the entity’s most recent “Gender Equality Indicators”, as defined in the Workplace Gender Equality Act.

6. Review of this Policy

- 6.1. The Company Secretary may review this policy from time to time and report to the Board any changes they consider should be made.
- 6.2. This policy may be amended from time to time by resolution of the Board.

7. Approved and adopted

- 7.1. This policy was approved and adopted by the Board on 20 June 2019.