



ALCIDION

Diversity Policy

Alcidion Group Limited

ACN 143 142 410

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Date: 26 July 2023

Document Revision History

Date	Version	Author	Scope
20 June 2019	V.01	Alcidion Board	Adopted
21 May 2020	V.01	Alcidion Board	Reviewed
23 June 2022	V.02	Alcidion Board	Adopted
26 July 2023	V.03	Alcidion Board	Annual Review

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, sexual orientation, physical abilities 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) 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) a zero tolerance for discrimination, harassment, vilification and victimisation so as to promote a safe and inclusive work environment;
 - e) development and succession plans for directors and senior management include diversity as a consideration;
 - f) equal employment and career development opportunities for all staff, regardless of gender, sexual preference or cultural background;
 - g) a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives; and
 - h) monitoring and measuring the achievement of all diversity objectives set by the Board.(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.
- 2.3. This Policy applies to all of the Company's people, who include but may not be limited to:
 - a) the Board; and
 - b) all Company offices, employees and all people who work for the Company including contractors and consultants.

- 2.4 This Policy is to be read in conjunction with:
- a) the Code of Conduct; and
 - b) any other existing employment related policies and documentation of the Company.
- 2.5. 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. Benefits of Diversity

- 3.1. 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.
- 3.2. 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.

4. Responsibilities

- 4.1. 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.

5. Monitoring and Evaluation

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

6. Reporting

- 6.1. 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.

7. Overriding Caveat

7.1. 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.

8. Review of this Policy

- 8.1. The Company Secretary shall review this policy once every two years and report to the Board any changes they consider should be made.
- 8.2. This policy may be amended from time to time by resolution of the Board.

9. Approved and adopted

- 9.1. This policy was approved and adopted by the Board on 26 July 2023.