



## 1. Purpose

IMDEX Limited (Company or IMDEX) is committed to a culture that embraces Diversity, Equity and Inclusion (DEI). We want our teams to reflect the diversity of our customers and cultures in which we operate - this helps us stay connected. We know that together we can thrive, and harnessing the diversity of talent in our workforce will contribute greatly to our success. We believe that innovation is fuelled by diversity of background, thinking and experience. We know that inclusive companies are more likely to succeed in our ever-changing industry. IMDEX relies on this innovation to achieve its vision, so we are encouraging a culture where differences are valued, and diversity of thought is fostered.

Our approach to diversity is simple – we want everyone to feel welcome at IMDEX, to feel a sense of belonging that ties them to our mission and gives them clear purpose, all while working in an environment that values collaboration.

This means that we will:

- actively and flexibly seek to understand the unique needs of all employees;
- commit to ensuring that all employees are treated with respect, dignity, and consistency; and
- seek to ensure that our business practices, policies, and procedures are fair and equitable.

This policy provides the framework by which IMDEX actively manages and encourages diversity, equity and inclusion. It has been adopted to guide the Company in achieving its diversity objectives. This policy applies to the IMDEX Board of Directors (Board) and its employees.

## 2. Definitions

Diversity	Diversity is what makes us unique. It refers to the visible and invisible differences that exist between people, including (but not limited to) race or ethnicity, physical features, sex, sexual orientation, gender identity, lawful sexual activity, age, physical or mental disability, marital status, family or external responsibilities, pregnancy, breast feeding, carer responsibilities, religion, geographical location, political opinions, socio-economic origin, industrial activity, or trade union membership. It also refers to diverse ways of thinking and ways of working.
Equity	Equity is ensuring everyone is treated fairly, regardless of their background, characteristics, or personal circumstances. Equity is when every person in the organisation has the same access and opportunities and is treated fairly through adaptive systems and processes. It is also about recognising and addressing barriers and unique needs to provide equal opportunity for all individuals to thrive at IMDEX.
Inclusion	Inclusion in a workplace is achieved when a diversity of people (e.g. ages, cultural backgrounds, genders, perspectives) feel that they: <ul style="list-style-type: none"><li>• can bring their whole selves to work,</li><li>• have <b>strong connections</b>,</li><li>• are <b>powered by purpose</b> and feel they belong,</li><li>• have <b>opportunities to grow; and</b></li><li>• can contribute their perspectives and talents for <b>game changing work at IMDEX</b>.</li></ul>

## 3. Diversity principles

IMDEX's DEI policy, processes and initiatives focus on four diversity and inclusion principles:

1. Decisions regarding recruitment, selection, promotion, training and development are based on merit, performance, and capabilities. The recruitment and selection practices are structured in a way that leads to consideration of diverse candidates without any conscious or unconscious biases that may discriminate against certain candidates.
2. The organisation embraces fairness, equity and inclusiveness and does not tolerate discrimination, bullying, harassment, vilification, or victimisation.
3. DEI initiatives are based on sound business objectives and priorities, leverage an intersectional approach and are informed by employee experience.



4. DEI is everyone's business – it is part of how the organisation works.

## 4. Equity

The organisation aims to create an environment where all employees have equal opportunities and are treated with respect and impartiality. This includes acknowledging when adjustments need to be made to the work environment for all individuals to contribute and thrive at IMDEX. This may apply when making decisions regarding:

- Recruitment and selection
- Internal promotion and remuneration reviews
- Performance management
- Education, training and development
- Career advancement
- Flexibility in work and leave arrangements
- Accessibility
- Systems, policies and procedures

## 5. Strategy and measurable objectives

The Company may from time to time develop a DEI Strategy to apply across the business. In alignment with any such DEI Strategy, we define annual measurable objectives and review these through the Board's Sustainability Committee.

These objectives may include:

- Review and improve the demographic profile at all levels of the Company, investigating and addressing any patterns or gaps that may exist.
- Build an inclusive workplace culture and improve inclusive leadership capability.
- Support diverse and inclusive partnerships.
- Review policies, systems, tools and processes from an inclusive lens.
- Upskill our workforce to understand DEI through tools and training resources, to influence how we can, and should, experience inclusion in the workplace.
- Provide measurement, accountability and transparency across the business and to our stakeholders.
- Minimise instances of bias, discrimination, and harassment.

The executive management team is responsible for the approval of initiatives to achieve measurable objectives relating to diversity, equity and inclusion. Management, stakeholder groups and employees are responsible for implementing approved initiatives.

## 6. Responsibilities

### BOARD RESPONSIBILITIES

- Responsibility for Board diversity will rest with the Board.
- The Board and any relevant Board committee will conduct 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.

### MONITORING AND REPORTING

- The HR team will monitor the scope and currency of this policy. The HR team will regularly measure the progress towards achieving DEI objectives and will conduct an annual assessment of the measurable objectives.
- The Sustainability Committee will regularly report to the Board on the progress towards achieving DEI objectives.
- The Board will review the progress against the DEI objectives as part of its annual performance assessment.

# Diversity, Equity and Inclusion (DEI) Policy

## Corporate Policy

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# IMDEX™

- Disclosure of diversity, equity and inclusion reporting and outcomes will be made to key stakeholders on an annual basis. For example, via the organisation's annual report, Sustainability report, and reporting to the Workplace Gender Equality Agency.

### LEADERS' RESPONSIBILITIES

- Leaders develop and encourage an environment where all employees are treated with respect and dignity.
- Leaders ensure the workplace is free from discrimination, harassment, or bullying, and that all employees comply with the DEI policy.
- Leaders implement actions set out in any applicable DEI Strategy document which has been endorsed by the Company

### EMPLOYEES' RESPONSIBILITIES

- Employees help create an environment where everyone is treated with respect and dignity.
- Participate in learning opportunities to build an understanding of DEI and related capabilities. Undertake regular compliance training in relation to DEI, legislative and other responsibilities relating to anti-discrimination, workplace bullying & harassment, and equal employment opportunity.
- Employees implement actions set out in any DEI Strategy document which has been endorsed by the Company.

## 7. Related policies and documents

IMDEX's approach to diversity is actively enacted by any DEI Strategy which is put in place by the Company plus a range of related policies, including:

- Discrimination, Harassment and Bullying Policy
- Code of Conduct
- Parental Leave Policy
- Global Leave Policy
- Family and Domestic Violence Leave Policy
- Flexible Working Policy
- Recruitment and Selection Policy
- Remuneration Policy
- Speak Up Policy

## 8. Variation

IMDEX reserves the right to vary, replace or terminate this policy from time to time.

## 9. Consultation Process

This policy will be reviewed by HR and any DEI stakeholder group annually. Final approval of this policy is made by Board.

Please contact Human Resources if you require advice about the content of this Policy. Any deviation from this policy will require sign-off by the Chief People Officer.