



**SALTER
BROTHERS**

EMERGING COMPANIES LIMITED

Diversity policy

Salter Brothers Emerging Companies Limited
ACN 646 715 111 (**Company**)

1. Introduction

This policy:

- (a) supports the commitment of Salter Brothers Emerging Companies Limited ACN 646 715 111 (**Company**) and its related bodies corporate (**Group**) to an inclusive workplace that embraces and values diversity;
- (b) is aligned with the Company's values to foster inclusion at all levels of the organisation;
- (c) provides a framework for new and existing diversity-related initiatives, objectives, strategies and programs within the business of the Group;
- (d) supports the commitment of the Group to informing shareholders regarding its progress towards implementation and achievement of its diversity objectives; and
- (e) supports the commitment of the Company to compliance with the ASX Corporate Governance Principles and Recommendations (4th Edition).

2. Benefits of diversity

2.1 Diversity refers to the variety of differences between people in an organisation. Diversity encompasses political and other opinion, gender, race, ethnicity, disability, age, sexual orientation, family responsibilities, cultural background and views and more.

2.2 Diversity is a key strategic asset of the Group. Improving diversity is therefore a key strategic focus.

2.3 The Group's commitment to diversity forms part of its merit-based organisational culture dedicated to the recruitment and retention of the best available talent at all levels, up to and including the board of directors of the Company (**Board**).

2.4 The Group believes that embracing diversity in its workforce contributes to the achievement of its corporate objectives (including optimal financial performance in a competitive labour market) and enhances its reputation. It enables the Group to recruit and retain the right people from a diverse pool of talented candidates, which in turn enables the Group to:

- (a) make more informed and innovative decisions, drawing on the wide range of ideas, experiences, approaches and perspectives that employees from diverse backgrounds, with differing skill sets, bring to their roles; and
- (b) better represent the diversity of its stakeholders and markets.

3. Commitment to diversity

3.1 The Group is committed to achieving the goals of:

- (a) providing access to equal opportunities at work based on merit;
- (b) fostering a corporate culture that embraces and values diversity; and
- (c) designing and implementing internal programs and processes that will assist in the development of a broader and more diverse pool of skilled and experienced employees and that, over time, will prepare them for senior management and Board positions.

3.2 The Group is an equal opportunity employer and welcome people from a diverse set of backgrounds.

3.3 In order to have an inclusive workplace, discrimination, harassment, vilification and victimisation cannot and will not be tolerated within the Group.

4. Board composition and selection

- 4.1 The Company's Board Charter provides that the Board should be made up of directors:
- (a) with an appropriate range of skills, experience and expertise including directors of different ages, ethnicities and backgrounds;
 - (b) who can understand and competently deal with current and emerging business issues; and
 - (c) who can effectively review and challenge the performance of management, and exercise independent judgment.

5. Objectives for achieving gender diversity

- 5.1 The Board will:
- (a) establish measurable objectives for achieving gender diversity; and
 - (b) annually review and assess both the measurable objectives for achieving gender diversity and the Group's progress in achieving them;
 - (c) disclose in the Group's Annual Report for each relevant financial year both its objectives for achieving gender diversity and its progress in achieving those objectives; and
 - (d) disclose in the Group's Annual Report for each relevant financial year the proportion of women employees in the whole organisation, women in senior executive positions and women on the Board.

6. Roles and responsibilities

Every employee within the Group is responsible for supporting and maintaining the Group's corporate culture, including its commitment to diversity in the workplace.

7. Domestic responsibilities

- 7.1 The Board recognises that employees at all levels within the Group may have domestic responsibilities and adopt flexible work practices that will assist them to meet those responsibilities.
- 7.2 The Group will provide opportunities for employees on extended parental leave to maintain their connection with the Group.

8. Review and changes to this policy

- 8.1 The Board will review this policy periodically to ensure that it is operating effectively and whether any changes are required.
- 8.2 The Board may change this policy from time to time by resolution.
- 8.3 This policy is not contractual in nature.
- 8.4 This policy is not a promise of continued employment or of the benefits of that employment.

9. Interaction with other legislation

This policy applies to the extent that it does not conflict with equal employment opportunity and anti-discrimination legislation in jurisdictions in which the Group operates.

10. Questions

Any questions about this policy should be directed to the Company Secretary.

11. Approved and adopted

This policy was approved and adopted by the Board on 20 April 2021.