



DIVERSITY POLICY

1. Purpose

- 1.1 DTI Group Ltd (“Company”) and its controlled entities (“Group”) are committed to the maintenance and promotion of workplace diversity.**
- 1.2 Diversity assists the Group to achieve a corporate objective of attracting, developing and retaining people who are highly competent and can contribute to the long-term success of the Company and its corporate values by bringing a broader range of perspectives, experience and ideas.**

2. Diversity

- 2.1 Diversity recognises, respects and values differences based on age, gender, ethnicity, colour, race, sexual orientation, national origin, religion and disability.**
- 2.2 The Company acknowledges that the promotion of diversity within the Group is regarded as socially and economically responsible good governance practice and broadens the pool for recruitment and retention of high-quality employees.**

3. Objectives

The objectives of this policy are to:

- a. improve employment and career development opportunities for all employees**
- b. improve the work environment by valuing and utilising the contributions of all employees with diverse backgrounds, experiences and perspectives through improved awareness of the benefits of workplace diversity**
- c. improve the workplace culture characterised by inclusive practices and behaviours for the benefit of all employees**
- d. increase the awareness of all employees of their rights and responsibilities with regard to fairness, equity and respect for all aspects of diversity.**

4. Principles

The Company is committed to:

- a. equality of opportunity throughout the Group**
- b. recruitment and retention of the best candidates for positions**
- c. treatment of individuals with respect.**

5. Framework

The framework for the implementation of the Company's Diversity Policy involves:

- a. promoting an awareness of and commitment to workplace diversity
- b. developing recruitment strategies that ensures employees are attracted from a diverse pool of qualified candidates
- c. implementing procedures and policies to encourage and develop valued employees to their full potential
- d. integrating diversity principles into business and human resource processes and systems
- e. establishing and assessing measurable objectives for achieving improved diversity
- f. disclosing at the end of each annual reporting period
 - i. the measurable objectives for achieving gender diversity set by the Board and its progress towards achieving them
 - ii. either
 - A. the respective proportions of men and women on the Board, in senior executive positions and across the Group; or
 - B. the Company's 'Gender Equality Indicators' as defined in the *Workplace Gender Equality Act 2012*.

LAST REVIEWED: November 2022