

## Diversity and Inclusion Policy

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**Artrya Limited**

Adopted by the Board on 23 September 2021

## 1 Overview

The Board of Directors of Artrya Limited (the **Company**) is responsible for the overall management of the Company, including guidance as to strategic direction, ensuring best practice corporate governance and oversight of management. Our ultimate responsibility is to the interests of the Company and its Shareholders (among other Stakeholders).

Artrya is committed to promoting diversity and inclusion across the Company, in recognition that a diverse and engaged team will contribute to improved performance and achievement of strategic objectives. Inclusion is the active, intentional and ongoing engagement with diversity across the Company.

We believe that diversity is an important component of the Company's ability to attract, retain, motivate and develop the best talent, create an engaged workforce, deliver the highest quality products and service to its customers, and continue to grow the business profitably. We do not pursue diversity for that purpose alone, rather consider diversity in balance with our other objectives as a Company and responsibilities as a Board.

The Board has approved this Diversity Policy (**Policy**) in order to, among other matters, address the representation of diverse group of individuals in senior management positions and on the Board, and to continue to actively facilitate a more diverse and representative management structure and workforce.

The Policy has been prepared in accordance with the Company's statement of values, a copy of which can be found on the Company's website.

## 2 Scope

The Company's vision for diversity incorporates a number of different factors, including but not limited to, diversity of ethnicity, gender, age, culture and LGBTQI. Accordingly, one of the objectives of this Policy is achieving, and without discrimination against any other group or individual, adequate representation of a diverse group of individuals in senior management and leadership roles (including on the Board).

Artrya is committed to:

- hiring the best people from diverse backgrounds who will contribute to the Purpose and Goals of the Company;
- developing and enhancing the skills, capabilities, experience and other attributes of all employees within Artrya;
- complying with all applicable equal opportunity and anti-discrimination laws and other relevant employment obligations and requirements;
- adopting and applying recruitment, promotion and retention standards and processes that reflect and reinforce the Company's commitment to diversity and inclusion; and
- ensuring Artrya's culture and operating ethos are aligned with and support the delivery of diversity and inclusion outcomes.

## 3 Promoting gender diversity

In order to facilitate greater gender diversity in management and leadership roles, the Company will continue to:

- monitor the measures outlined in this Policy;
- monitor policies which address impediments to gender diversity in the workplace (including parental leave and flexible working arrangements that assist employees to fulfil their domestic responsibilities), and review these policies to ensure that they are available to and utilised by both men and women;
- monitor the effectiveness of, and continue to expand on, existing initiatives designed to identify, support and develop talented employees from a diverse range of backgrounds; and

- report to the Board at least annually with respect to the implementation of this Policy across the Company.

## **4 Measurable objectives**

The Board has not yet set measurable objectives in relation to achieving gender diversity across its board, senior executives and workforce generally.

The Board at an appropriate stage of the Company's development and structure, proposes to set measurable objectives for achieving gender diversity in the composition of the Board, Executive Team and workforce generally.

When set, performance against these objectives will be reviewed annually by the Board, as part of its annual review of the effectiveness of this Policy.

The Company, after setting measurable objectives will disclose in its Corporate Governance Statement each year:

- the measurable objectives set for that reporting period to achieve gender diversity; and
- the Company's progress towards achieving them.

## **5 Gender representation review**

On an annual basis, the Board will review the respective proportion of men and women on the Board, in Senior Executive positions, and across the whole workforce.

The Company will disclose in its Corporate Governance Statement:

- the respective proportion of men and women employees on the Board, in senior management positions, and across the whole workforce (including how the Company defines 'senior management' for these purposes);
- or, if applicable, the Company's most recent 'Gender Equality Indicators' as defined by the *Workplace Gender Equality Act 2012* (Cth).

## **6 Recruitment, selection and succession planning**

### **6.1 Succession Planning**

The Board is responsible for the development and succession planning process for the Managing Director (**MD**) and other members of the Executive Team. In making its decisions, the Board will have regard to diversity criteria.

### **6.2 Board appointment process**

The Board is responsible for approving the criteria for nomination as a Director. Selection criteria will include:

- balance of skills, knowledge, experience, independence and diversity on the Board and, in the light of this evaluation, considering the role and capabilities required for a particular appointment;
- diversity; and
- the extent to which the candidate would fill a present need on the Board.

In identifying qualified individuals for appointment to the Board, the Board will have regard to these selection criteria.

## **7 Review of policy**

The Policy is to be reviewed every two years and confirm whether any changes are required to the Policy.