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## DIVERSITY POLICY

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### **SECOS Group Limited (ACN 064 755 237) and subsidiaries ("Company "Or "SECOS")**

#### **1. INTRODUCTION**

The Company is made up of many individuals with diverse skills, values, experiences, backgrounds and attributes including those gained on account of their gender, age, disability, ethnicity, marital or family status, religious or cultural background, sexual orientation and gender identity. The Company values and is proud of its strong and diverse workforce. It is committed to supporting and further developing this diversity through attracting, recruiting, engaging and retaining diverse talent and aligning the Company's culture and management systems with this commitment.

The Company believes that such a commitment to diversity creates competitive advantage and enhances employee participation, and in this way is essential to the organisation continuing to succeed and grow strong.

#### **2. PRINCIPLES OF THE POLICY**

This policy applies to all directors, employees (including full time, part time, casual, contractors and consultants) of the Company.

Nothing in this policy will be taken, interpreted or construed so as to endorse:

- any discriminatory behaviour by or within the Company contrary to the law, or any applicable codes of conduct or behaviour for the Company and its personnel; and
- any existing person within the Company being prejudiced by this policy in their career development or otherwise, merely because their diversity attributes at any time may be more, rather than less, common with others.

The Company is committed to providing and promoting a corporate culture which embraces diversity and aims to do so via:

- promoting the principles of merit and fairness when making decisions about recruitment, development, promotion, remuneration and flexible work arrangements (subject to same degree of output);
- reinforcing with all directors and employees that in order to have a properly functioning and diverse workplace, discrimination, harassment, vilification and victimisation will not be tolerated within the Company;
- embedding the importance of diversity within the Company's culture by encouraging and fostering a commitment to diversity by leaders at all levels whilst recognising that diversity is the responsibility of all directors and employees;
- having an overall transparent process for the review and appointment of senior management positions and Board members;
- recruiting from a diverse pool of qualified candidates, where appropriate engaging a professional recruitment firm, advertising vacancies widely, making efforts to identify prospective employees who have diversity attributes
- recognising that employees may have family responsibilities; and
- continuing to review and develop policies and procedures to ensure diversity within the organisation.

### 3. KEY INITIATIVES

The Company aims to introduce and maintain the following programs and initiatives to assist with improving diversity within the organisation:

- (a) supporting professional development programs;
- (b) work life balance policies including flexible work option (subject to same degree of output) and
- (c) networking opportunities.

### 4. COMMUNICATION AND COMPLIANCE

In order to promote transparency and accountability and to further the objectives of this policy the Company will:

- (a) post a copy of this policy on its website; and
- (b) disclose a summary of it in the Company's Corporate Governance Statement and Appendix 4G.

The Company is committed to meeting its obligations with respect to "Diversity" under the ASX Corporate Governance Principles and Recommendations (4th Edition) (ASX Recommendations) and any other applicable regulatory requirements, including by:

- (a) establishing this policy (pursuant to ASX Recommendation 1.5(a));
- (b) disclosing this policy or a summary of it on the Company's website, in its Corporate Governance Statement and Appendix 4G (pursuant to ASX Recommendation 1.5(a)); and
- (c) disclosing the proportion of men and women employees on the Board, in senior executive positions and across the entire Company, in its Corporate Governance Statement and Appendix 4G (pursuant to ASX Recommendation 1.5(c)).

The Company Secretary is responsible for ensuring that the Company meets its compliance and reporting obligations referred to above.

### 5. RESPONSIBILITIES

The Board is ultimately accountable for this policy.

The Chief Executive Officer and the senior executives are responsible for implementing the policy and monitoring compliance, with the Company Secretary being responsible for the administration of the policy (including in relation to reporting to the Board, or its relevant Board committee).

### 6. ADOPTION AND REVIEW

This policy was adopted by the Board on 4 October 2023 and takes effect from that date and replaces any previous version of the policy.

The Board will review this policy periodically. The Chief Executive Officer will communicate any amendments to employees as appropriate.