

# Diversity Policy

## Corporate Policy

ACN 008 947 813



# IMDEX™

Imdex Limited (Company or Imdex) is committed to workplace diversity. Imdex recognizes the benefits arising from employee and board diversity including drawing from the widest possible pool of high quality employees, improving employee retention and accessing different perspectives and ideas. Imdex has adopted this diversity policy to guide the Company's board of directors (Board) and employees in achieving its diversity objectives.

Imdex values diversity among our workforce. The Company seeks to employ, retain and develop employees for the long term, assisting in their development and the development of the culture and values of the Company. This is done by promoting the value of different perspectives, ideas and benefits brought by engaging employees from all available talent.

## 1. Diversity

- 1.1 The Company seeks to develop a culture of diversity within the Company through its recruitment and selection process. The Company values the benefits brought to the Company by employees from a variety of backgrounds regardless of:
  - (a) Gender;
  - (b) Marital or family status;
  - (c) Family or other external responsibilities;
  - (d) Sexual orientation and gender identity;
  - (e) Age;
  - (f) Physical abilities;
  - (g) Geographical location;
  - (h) Ethnicity;
  - (i) Cultural background;
  - (j) Religious beliefs;
  - (k) Socio-economic background; or
  - (l) Perspective and experience.
- 1.2 Imdex aims to achieve a properly functioning diverse workplace, where discrimination, harassment, vilification and victimisation are not tolerated and recruitment and selection practices at all levels ensure a diverse range of candidates are considered.
- 1.3 The Diversity Policy is supported by a suite of workplace management policies and procedures:
  - (a) Discrimination, Harassment and Bullying;
  - (b) Recruitment and Selection Policy;
  - (c) Parental Leave;
  - (d) Dress Code and Office Behaviour;
  - (e) Leave Entitlements; and
  - (f) the Speak Up Policy.
- 1.4 Those policies and procedures aim to ensure that recruitment and selection practices at all levels (from the Board downwards) are appropriately structured so that a diverse range of candidates are considered and that there are no conscious or unconscious biases that might discriminate against certain candidates.



## 2. Statement of Corporate Goals

This Company strives to:

- (a) develop and maintain a diverse and skilled workforce through transparent recruitment processes;
- (b) promote an inclusive workplace culture that values and utilises the contributions of all employees backgrounds, experiences and perspective though improved awareness of the benefits of workforce diversity;
- (c) facilitate diversity in the workplace by developing programs that promote growth for all employees, so each employee may reach their full potential, and providing maximum benefit for the Company;
- (d) review the demographic profile at all levels of the Company (considering any patterns or gaps that are apparent); and
- (e) set measureable objectives to encourage diversity within the Company.

## 3. Responsibilities

- 3.1 Responsibility for Board diversity will rest with the Board. The Board, and the Remuneration and Nomination 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.
- 3.2 Responsibility for organizational diversity is driven by the Managing Director and management.
- 3.3 Human Resources (HR) is responsible for developing measurable objectives and strategies to meet the Objectives of the Diversity Policy (Measurable Objectives) and monitoring the progress of the Measurable Objectives through the monitoring, evaluation and reporting mechanisms listed below.

## 4. Strategy

Imdex's diversity strategies include:

- (a) recruiting from a diverse pool of candidates for all positions, including senior management and the Board;
- (b) reviewing succession plans to ensure an appropriate focus on diversity;
- (c) identifying specific factors to take account of in recruitment and selection processes to encourage diversity;
- (d) developing programs to develop a broader pool of skilled and experienced senior management and Board candidates, including workplace development programs, mentoring programs and targeted training and development;
- (e) developing a culture which takes account of domestic responsibilities of employees; and
- (f) Any other strategies the Board or HR develop from time to time.

## 5 Monitoring and Evaluation

- 5.1 HR will monitor the scope and currency of this policy.
- 5.2 Imdex is responsible for implementing, monitoring and reporting on the Measurable Objectives as established by HR.

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- 5.3 In addition, the Board will review the progress against the Objectives as a key performance indicator in its annual performance assessment.
- 5.4 The analysis derived from the review of the objectives will be disclosed in the Company's annual report, demonstrating progress made towards achieving each objective.