

1. OVERVIEW

Redox Ltd ACN 000 762 345 (“Redox” or the “Company”) is committed to providing a workplace that promotes equal opportunities to all Employees with selection based on ability, performance and potential and that treats all Employees with respect.

Redox recognises the importance of equal opportunity and diversity in the workforce and is dedicated to growing a rich and culturally diverse working environment which gives all employees an opportunity to contribute to the business’ success, regardless of gender, age, ethnicity, religion, race, disability, sexual orientation, cultural background or any other areas of potential difference.

The Board has approved this Diversity Policy (“Policy”) in order to actively facilitate a more diverse and representative management structure and workforce. Diversity drives the Company’s ability to attract, retain, motivate and develop the best talent, create an engaged workforce, deliver the highest quality services to its customers and continue to grow the business.

2. PURPOSE

All applicants for vacancies and employees are treated equally and given the same consideration when determining their suitability for employment, training, development and promotions.

This Policy aims to ensure:

- a. management practices do not discriminate against individuals or groups and provide opportunity that allows employees to build and develop their skills;
- b. recruitment and promotions are based on merit and performance against objectives, where practical, with the intention being, to promote from within the Company;
- c. the work environment is free from discrimination, harassment and bullying and that all staff members respect and value the diversity of our workforce.

3. REFERENCES

- a. Standards, Acts, Legislation
 - i. EEO – Equal Employment Opportunity, Privacy and Freedom of Information legislation - Examples of which are:
 - ii. Racial Discrimination Act 1975 (Australia);
 - iii. Human Rights Act 1993 (New Zealand);
 - iv. The Workplace Gender Equality Act 2012 (Australia);
 - v. Persons with Disabilities Act 2008 (Malaysia);
 - vi. Age Discrimination in Employment Act 1967 (USA);

Plus all other applicable legislation, including amendments and future legislative changes.

4. DEFINITIONS

- a. Applicant – a person applying for a Vacancy as an Employee, Executive Director or Non-Executive Director.
- b. Employee – any person who works for the Company including Executive Directors, Non-Executive Directors, contractors and consultants.
- c. Senior Management – the Managing Director and all Employees who directly report into the Managing Director.
- d. Diversity – refers to all characteristics that make individuals different from each other. It includes characteristics or factors such as gender, age, ethnicity, religion, race, disability, sexual orientation, cultural background or any other areas of potential difference.

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- e. Recruiter – the professional consultant, recruitment office engaged to carry out the process of actioning a Vacancy and assisting in the screening of suitable Applicants.
- f. Vacancy – a record signalling the intent to recruit Applicants.

5. POLICY

5.1. SCOPE

This Policy applies to all Redox Employees and includes the Recruitment Procedure and all aspects of employment.

To the extent practicable, Redox will address the recommendations and guidelines provided in the ASX Corporate Governance Principles and Recommendations.

5.2. RESPONSIBILITIES AND AUTHORITY

Senior Management is responsible for providing a diverse working environment which fosters equal opportunity, as far as reasonably practicable.

5.2.1. THE BOARD WILL HAVE THE RESPONSIBILITY TO:

- a. Review and approve the measurable objectives for achieving gender diversity in accordance with this Policy; and
- b. Report on the progress of achieving the objectives on gender diversity.

5.2.2. THE HUMAN RESOURCE MANAGER HAS THE RESPONSIBILITY AND AUTHORITY TO:

- a. Ensure this Policy is up to date and maintained;
- b. Ensure this Policy is adhered to;
- c. Comply with the reporting requirements under the Workplace Gender Equality Act 2012; and
- d. Take further action if this Policy is breached.

5.2.3. SUPERVISORS, MANAGERS, SENIOR MANAGEMENT AND DIRECTORS ARE ALL RESPONSIBLE FOR ENSURING STAFF:

- a. Adhere to this Policy;
- b. Monitor Employee behaviour to ensure consistency with this Policy;
- c. Promote diversity;
- d. Communicate and implement policies and procedures which effectively integrate Redox's diversity values into its employment practices; and
- e. Report any violations or suspected violations of this Policy;

5.2.4. EMPLOYEES ARE RESPONSIBLE FOR ENSURING:

- a. They understand and adhere to this Policy in their daily work practices.

5.3. OBJECTIVES

Consistent with the overall company Statement of Values, Redox has established the following objectives for equal opportunity and diversity:

- a. Attract and retain a skilled and diverse workforce that best represents the talent available in the communities in which our businesses are located and our Employees reside;

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- b. Promote and maintain a work environment that values and utilises the contributions of Employees with diverse backgrounds, experience and perspectives through improved awareness of the benefits of workplace Diversity, policies, systems and processes and successful management of Diversity ;
- c. Build and maintain a safe work environment by taking action against inappropriate workplace behaviour including discrimination, harassment, bullying, victimisation and vilification;
- d. Set measurable objectives for gender diversity which will be monitored and reviewed against the effectiveness of this Policy. The Board will consider setting key performance indicators for the Board, managing director and Senior management that are linked to the achievement of these Diversity objectives;
- e. Build a workforce that is provided with opportunities to develop their skills and experience for career advancement, learning and development;
- f. Ensure that the succession and talent management processes provide the necessary learning and development opportunities to develop the skills and experience necessary for Employees to be considered for advancement to more senior roles, including Senior Management and the Board;
- g. Ensure appropriate selection criteria based on diverse skills, experience and perspectives are used when hiring new Employees, including Board members.
- h. Ensure job specifications, advertisements, application forms and employment contracts do not contain any direct or inferred discrimination.
- i. Use our internal Recruiter, and only where necessary an external recruiter, to assist in the hiring process by presenting diverse Applicants to Redox for consideration;
- j. Ensure that Applicants and Employees of all backgrounds are encouraged to apply for, and have fair opportunity to be considered for all available Vacancies; and
- k. Comply with the equal opportunity and anti-discrimination legislation.

5.4. REPORTING

- a. The Human Resource Manager will complete registration with the Workplace Gender Equality Agency, on behalf of Redox, for compliance reporting, and ensure to submit a yearly public report, by no later than 31st May each year, signed by the Managing Director, to the Workplace Gender Equality Agency for publishing, setting out certain prescribed information around gender equality at Redox.
- b. The Company will disclose in its Corporate Governance Statement each year:
 - i. the measurable objectives set for that reporting period to achieve gender diversity and the Company's progress towards achieving them;
 - ii. either:
 - 1. the respective proportion of men and women on the Board, in senior executive positions and across the whole workforce (including how the Company defines 'senior executive' for these purposes; or
 - 2. if applicable, the Company's most recent 'Gender Equality Indicators' as defined by the *Workplace Gender Equality Act 2012* (Cth).

5.5. MONITORING

Redox will ensure equal employment opportunity data from our recruitment process, Employee opinion surveys, grievances and exit interviews are monitored to influence policies and action plans.

This Policy will be reviewed on an annual basis to reflect changes in the law, demographics and Company values, priorities and Board agenda.

5.6. COMPLIANCE

Any breach of this Policy is to be reported directly to Human Resources Manager or Senior Management, as appropriate. Anyone breaching this Policy may be subject to disciplinary action, including termination.

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5.7. GOVERNANCE

The Board has delegated responsibility for the implementation of this Policy to the Human Resources Manager, who will monitor the progress and report to the Board on the effectiveness of the equal opportunity and diversity initiatives.

The Board will be responsible for setting the measurable objectives for achieving diversity and will assess these objectives, and review the progress against these objectives, on an annual basis.

6. DOCUMENTATION

Nil

7. PROCEDURE RESPONSIBILITY

- a. Refer Review/Approval Status.

8. SUMMARY OF CHANGES

- 1. 07-Apr-21 Initial issue.
- 2. 26-Jun-23 Review for compliance with ASX Corporate Governance Principles and Recommendations (4th edition). Moved Procedure from Code 2556 to 2901 under new Chapter 'Corporate Governance'.