



Diversity & Inclusion Policy

Mach7 Technologies Limited

ACN 007 817 192

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1. Introduction

- 1.1. This Diversity and Inclusion Policy (the “**Policy**”) sets out the policy of Mach7 Technologies Limited (referred to as “Mach7”, the “**Company**”, “**we**”, “**our**”, “**us**”) in relation to its commitment to developing and maintaining an inclusive culture that embraces and celebrates diversity.
- 1.2. The Company recognises that diversity and inclusion in business helps provides a more dynamic and enjoyable work environment, create sustainable shareholder value, and will often create new opportunities for the Company.
- 1.3. Diversity refers to the visible and invisible difference that exists between people including (but is not limited to) gender, age, race, ethnicity, disability, marital status, family responsibilities, religion, cultural background and sexual orientation. It also refers to diverse ways of thinking and ways of working.
- 1.4. Inclusion refers to ensuring that current, future and potential employees have equal opportunity in the organisation without any barriers or obstacles as a result of their gender, age, race, ethnicity, disability, marital status, family responsibilities, religion, cultural background, and sexual orientation.
- 1.5. The Company will strive to provide an environment that allows every individual or group to feel comfortable and safe to speak up and be themselves and where similarities and differences are valued.

2. Purpose

- 2.1. The Company recognises that people in an organisation often come from a range of different backgrounds with different life experiences. The Company believes that embracing diversity and inclusivity in its workforce contributes to the achievement of its corporate objectives, strategies and enhances its reputation.
- 2.2. The Policy will enable the Board of the Company (the “**Board**”) to:
 - (a) set measurable objectives for achieving diversity and inclusion; and
 - (b) annually review and assess those measurable objectives and the Company's progress in achieving them; and
 - (c) report on the proportion of men and women on the board, in senior executive positions and across the whole organisation.

3. Application

- 3.1. This Policy applies to all of the Company's people, who include but may not be limited to:
 - (a) Board;
 - (b) all Company officers, employees and all people who work for the Company, including contractors and consultants; and
 - (c) persons seeking employment at the Company.
- 3.2. This Policy does not form part of an employee's contract of employment with the Company, nor does it give rise to contractual obligations. However, to the extent that this Policy

requires an employee to do or refrain from doing something, and at all times subject to legal obligations, this Policy forms a direction of the Company with which an employee is expected to comply.

- 3.3. The Policy covers all aspects of employment, including recruitment, hiring, training, promotions, and the work environment.
- 3.4. This Policy is to be read in conjunction with:
 - (a) The Code of Conduct;
 - (b) Statement of Values; and
 - (c) Any other existing employment-related policies and documentation of the Company.

4. Commitment to Diversity and Inclusion

- 4.1. The Company is committed to the following key principles (collectively, the “Diversity Objectives”):

- (a) **Equal Opportunity**

- promoting the Company’s corporate culture and values that support diversity and inclusion, where people feel safe, respected, and valued in the workplace, whilst maintaining a commitment to a high-performance culture;
- implementing fair recruitment and selection processes at all levels so that a diverse range of candidates are considered while addressing any conscious or unconscious biases;
- designing and implementing programmes and processes that aimed at fostering a broad and diverse pool of skilled and experienced employees by providing equitable access to development opportunities that support employees in achieving their professional responsibilities and career objectives; ;
- leverage our diversity to create opportunities to innovate and deliver excellence;
- ensuring development and succession plans for directors and senior management include diversity as a consideration;
- ensuring the policy for the selection and appointment of new directors is transparent and considers all facets of diversity to avoid "groupthink" or other cognitive biases in decision-making;

- (b) **Inclusive Culture**

- having a zero-tolerance approach towards discrimination, harassment, bullying, and victimisation s to promote an inclusive workforce;

- (c) **Fair Treatment**

- supporting an employee’s work and domestic responsibilities through adoption of flexible work arrangements.

- providing opportunities for employees on extended parental leave to maintain their connection with the workplace;
 - monitoring and measuring the achievement of all Diversity Objectives (defined below) set by the Board; and
 - considering whether key performance indicators for senior management should include gender diversity targets to reinforce accountability.
- 4.2. This Policy does not impose on the Company, its Directors, officers, agents, or employees any obligation to engage in, or justification for engaging in, any conduct which is illegal or contrary to any anti-discrimination or equal employment opportunity legislation or laws in any place the Company does business.

5. Measurable Objectives

- 5.1. The Board will establish diversity-related measurable targets (“**Measurable Objectives**”) on an annual basis to identify ways in which gender diversity and other appropriate aspects of the Policy can be achieved and measured.
- 5.2. The Measurable Objectives are to include, at a minimum, the Company’s objectives for achieving gender diversity, with a particular focus on addressing the underrepresentation of women in the tech sector, where gender disparity remains a significant challenge compared to other industries.
- 5.3. The Board will assess annually the Measurable Objectives and the Company’s progress in achieving them

6. Benefits of Diversity and Inclusion

- 6.1. The Company recognises that workplace diversity is integral to organisational performance and success. Through fostering an inclusive environment that recognises a variety of quality employees, the Company aims to improve employee retention, embrace different perspectives and enhance the Company's performance and reputation.
- 6.2. Embracing diversity and inclusion in the workforce enables the Company to:
- (a) improve financial and operational performance;
 - (b) attract, recruit and retain the right people from a diverse pool of talented candidates;
 - (c) create an inclusive culture that embraces diversity and that rewards behaviours aligned with this Policy;
 - (d) develop and retain an appropriate skills base and experience in the Company;
 - (e) make more informed and innovative decisions, drawing on the wide range of ideas, experiences, approaches and perspectives that employees from diverse backgrounds, and with differing skill sets, bring to their roles in the Company; and
 - (f) reflect the diversity of all stakeholders, including clients and customers, ensuring the Company remains responsive to their needs.

7. Responsibilities

- 7.1. The Board has the responsibility to:
- (a) annually set Measurable Objectives for achieving the Company's Diversity Objectives including (but not limited to) board composition, women in leadership, age, pay equity targets, diversity and cultural diversity;
 - (b) assess annually the progress towards achieving the Measurable Objective; and
 - (c) ensure the below is disclosed:
 - i. the Diversity and Inclusion Policy on the Company's website;
 - ii. the Measurable Objectives set for the relevant reporting period and the Company's progress in achieving the Objectives in the Company's Corporate Governance Statement; and
 - iii. the respective proportions of men and women on the Board, in senior executive positions and across the whole workforce (including how the entity has defined "senior executive" for these purposes) or the Company's Gender Equality Indicators, as defined in the Workplace Gender Equality Act 2012 (Cth).
- 7.2. The Board will be responsible for approving any key performance indicators for senior management in relation to any of the Company's Diversity Objectives.

8. Overriding Caveat

- 8.1. Nothing in this Policy is to be taken, interpreted or construed so as to endorse:
- (a) the principal criteria for selection and promotion of people to work with the Company being other than their overall relative prospect of adding value to the Company and enhancing the probability of the Company achieving its objectives;
 - (b) any discriminatory behaviour by or of the Company contrary to the law, or any applicable codes of conduct or behaviour for the Company and its personnel; or
 - (c) any existing employee of the Company in any way feeling threatened or prejudiced by this Policy in their career development or otherwise, merely because their diversity attributes at any time may have more, rather than less, in common with others.

9. Policy Administration

- 9.1. This Policy will be reviewed by the Board every 2 years basis to ensure it remains effective and meets the best practice, listing rules, and the Company's needs.
- 9.2. Any changes to this Policy will be communicated by the Company to its employees, its shareholders, and the market.
- 9.3. The Policy will be available on the Company's website within a reasonable time after any such updates or amendments have been approved.

10. Document History

| Version | Summary of Amendments | Approved by | Approval date |
|---------|-----------------------|-------------|------------------|
| 1.0 | New Diversity Policy | Board | 11 February 2016 |
| 2.0 | Review of the Policy | Board | 27 April 2023 |
| 3.0 | Review of the Policy | Board | 24 April 2025 |