

DIVERSITY POLICY

333D Limited ACN 118 159 881

Last updated: May 2024

1 OVERVIEW

- 1.1 The Diversity Policy (**Policy**) supports the commitment of 333D Limited ACN 118 159 881 (**Company**), and any of its subsidiaries from time to time (**Group**) to ensuring an inclusive workplace that encourages and embraces diversity.
- 1.2 The Group is an equal opportunity employer and respects and welcomes of all different backgrounds, sexuality, gender identity, age, disabilities, ethnicity, religious beliefs, cultural backgrounds, socio-economic background, perspectives and experience.

2 OBJECTIVES

- 2.1 The objectives of this Policy are to ensure the Group:
- (a) encourages a corporate culture that recognises and values diversity;
 - (b) provides equal access and opportunities to all its employees; and
 - (c) promotes a fair and balanced approach ensuring the appointment and advancement of employees is based on skill, performance and capability.
- 2.2 To ensure these objectives are achieved, discrimination, harassment, vilification, and victimisation, based on gender, race, ethnicity, disability, age, sexual orientation, gender identity, marital or family status, or religious and/or cultural background will not be tolerated.

3 BENEFITS

- 3.1 The Group and the Company's board of directors (**Board**) recognise the benefits of maintaining diversity among people in a company at all levels in relation to gender, race, ethnicity, disability, age, sexual orientation, gender identity, marital or family status, religious or cultural background among others.
- 3.2 The Group and its Board recognise that diversity across all areas creates a competitive labour market that will attract and retain employees from a wide talent pool.
- 3.3 The Group and its Board believe that a commitment to diversity in its workforce will contribute to achieving corporate objectives through innovative decision making from people with diverse backgrounds with varying skill sets and perspectives.

4 PRINCIPLES

- 4.1 The Group's diversity and inclusion principles are to:
- (a) recognise that people come from different backgrounds and that diversity should be valued;
 - (b) respect the diversity of employees and other stakeholders;
 - (c) support flexible work arrangements where practical;
 - (d) integrate diversity into current corporate policies and procedures;

- (e) effectively manage and encourage diversity within the corporate environment at all levels;
- (f) ensure recruitment and selection practices at all levels are appropriately structured so that a diverse range of candidates are considered and the recruitment process is guarded against conscious or unconscious biases that may discriminate against certain candidates;
- (g) provide employees with flexible work practices where practical that allow employees at all levels to manage their domestic responsibilities.

5 GENDER DIVERSITY

- 5.1 The Group's commitment to gender diversity across all levels contributes to the achievement of a diverse corporate structure within which persons are appointed and advanced based on merit, without bias.
- 5.2 The Group and the Board recognise that gender diversity:
 - (a) broadens the pool of high-quality directors and employees;
 - (b) is likely to support employee retention;
 - (c) is likely to encourage greater innovation by drawing on different perspectives;
 - (d) is a socially and economically responsible governance practice; and
 - (e) will improve the Group's corporate reputation.

6 MEASURES AND ACCOUNTABILITIES

- 6.1 The Board is responsible for encouraging gender diversity.
- 6.2 The Board will report annually on the Group's progress in diversity and inclusion.

7 REVIEW

- 7.1 The Board will review this Policy annually to ensure that it accords with best practice and remains consistent with its objectives.
- 7.2 This Policy may be amended from time to time by resolution of the Board.