

Memphasys Limited’s Diversity Policy

1. Introduction

The Company recognises that a diverse and talented workforce is a competitive advantage and that the Company’s success is the result of the quality, experience and skills of its people.

This Policy:

- a) supports the commitment of to an inclusive workplace that embraces and values diversity;
- b) provides a framework for new and existing diversity-related initiatives, objectives, strategies and programs within the business of the Group;
- c) supports the commitment of the Group to informing shareholders regarding its progress towards implementation and achievement of its diversity objectives; and
- d) supports the commitment of the Group to aim for compliance with the ASX Corporate Governance Principles and Recommendations.

2. Objectives

This Policy provides a framework for Memphasys Limited to achieve:

- (a) a diverse and skilled workforce, leading to continuous improvement in service delivery and achievement of corporate goals;
- (b) a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;
- (c) a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives through improved awareness of the benefits of workforce diversity and successful management of diversity; and
- (d) awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity.

3. Benefits of diversity

Workplace diversity refers to a variety of differences between people in an organisation. Diversity encompasses gender, race, ethnicity, disability, age, sexual orientation, family responsibilities and cultural background. Embracing diversity in the workforce contributes to the Company achieving its corporate objectives and enhances its reputation and enables the Company to:

- (a) recruit the right people from a diverse pool of talented candidates;

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- (b) create a culture that embraces diversity and that rewards people to act in accordance with this Policy;
- (c) retain and develop an appropriate skills base in the Company;
- (d) 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
- (e) better represent the diversity of all stakeholders.

4. Responsibilities

4.1 The Board's Commitment

The Board is committed to workplace diversity, providing access to equal opportunities at work based on merit; and fostering a corporate culture that embraces and values diversity.

The Company is an equal opportunity employer and welcome people from a diverse set of backgrounds.

4.2 Strategies

Memphasys' diversity strategies include:

- (a) recruiting from a diverse pool of candidates for all positions, including senior management and the Board;
- (b) identifying specific factors to take account of in recruitment and selection processes to encourage diversity;
- (c) 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;
- (d) any other strategies the Board develops from time to time.

5. Publication

A copy of this Policy is available at www.memphasys.com

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