

Policy: CP1025 Diversity

Document Date:
September 2023

Introduction

Cirrus Networks Holdings Ltd (the “Company”) recognises that a talented and diverse workforce operating in an inclusive environment is a key competitive advantage; and that the Company’s success is a reflection of the quality and skills of its people.

The Company is committed to promoting a workplace that recognises and embraces the skills, characteristics and experiences that people bring to the Company through, among other things, age, gender, caring responsibilities, marital or family status, cultural diversity, disability, Indigeneity, sexual orientation, gender identity, socio-economic background and religion.

The Company recognises the many benefits arising from workplace inclusion and diversity including a broader pool of high-quality employees, enhancing employee engagement and retention, accessing different perspectives and ideas and benefiting from all available talent.

To the extent practicable, the Company will address the recommendations and guidance provided in the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (ASX Principles).

This Diversity Policy does not form part of an employee's contract of employment with the Company, nor gives rise to contractual obligations. However, to the extent that the Diversity Policy requires an employee to do or refrain from doing something and at all times subject to legal obligations, this Diversity Policy forms a direction of the Company with which an employee is expected to comply.

As part of Company’s commitment to promoting diversity and inclusion, harassment, bullying, unlawful discrimination, vilification and victimisation in the workplace will not be tolerated and will be subject to disciplinary action.

Objectives

The Diversity Policy provides a framework for the Company to achieve:

- a) A diverse and skilled workforce across all levels of the business of the Company, 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) Improved employment and career development opportunities for women.
- d) 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;
- e) Awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity, collectively, the “Objectives”.

The Diversity 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 State or Territory of Australia or of any foreign jurisdiction.

The Board's Commitment

The Board is committed to workplace diversity, with a particular focus on supporting the representation of women at the senior level of the Company and on the Board, as well as across the wider Company.

The Remuneration and Nominations Committee is responsible for developing “Measurable Objectives” and strategies to meet the Objectives of the Diversity Policy, including for achieving gender diversity, and monitoring the progress of the Measurable Objectives through the monitoring, evaluation and reporting mechanisms listed below.

The Remuneration and Nominations Committee will conduct all Board appointment processes in a manner that promotes gender diversity (and all other facets of diversity), including establishing a structured approach for identifying a pool of candidates, using external experts where necessary.

Strategies

The Company's diversity strategies include:

- a) Recruiting from a diverse pool of candidates for all positions within the Company, 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 adopting flexible working practices to assist employees to meet those domestic responsibilities
- f) Providing opportunities for employees on extended parental leave to maintain their connection to the Company, and;
- g) Any other strategies the Board or Remuneration and Nominations Committee develops from time to time.

Monitoring and Evaluation

The Board will monitor the scope and currency of this Policy.

The Managing Director (or equivalent) is responsible for implementing, monitoring and reporting on the Measurable Objectives as established by the Remuneration and Nominations Committee.

The Measurable Objectives will be included in the annual key performance indicators for the Managing Director (or equivalent) and senior executives.

In addition, the Board will review progress against the Measurable Objectives as a key performance indicator in its annual performance assessment.

Reporting

The Remuneration and Nominations Committee will report to the Board on progress against the Measurable Objectives on a six-monthly basis.

The Remuneration and Nominations Committee will report annually to the Board on the achievement of the Objectives.

The Board will include in its annual Corporate Governance Statement each year:

- a) Measurable Objectives, if any, set by the Board
- b) Progress against the Measurable Objectives, and;
- c) The proportion of women employees in the whole organisation, at senior management level and at Board level.