

## **WORKPLACE DIVERSITY POLICY**

### **INTRODUCTION**

INOVIQ Limited (INOVIQ) Workplace Diversity Policy provides positive initiatives to improve employment procedures and conditions for all employees and commits to being an employer of choice.

### **COMMITMENT**

The Company is committed to achieving workforce diversity in all its forms, including as to gender, age, geographical location, race and ethnicity, religion and cultural background.

We believe that drawing our workforce from a diverse pool of people will give us the best talent and most effectively deliver our strategy to achieve diversification by commodity, market and geography.

### **APPROACH**

The Company's approach to diversity is underpinned by key principles, including:

- a diverse workforce necessary to the delivery of our strategy that is predicated on diversification by commodity, geography and market;
- having a workforce that best represents the communities in which our assets are located and our employees reside;
- actions that support our diversity aspirations should be consistent with our established approach to talent, performance and reward;
- implementation of structured programs to ensure the development of necessary skills and experience for leadership roles;
- measurable objectives in support of diversity will be transparent and achievable over a period of time fit for that purpose.

### **PRACTICES**

The Company aims to achieve fair and equitable practices in all areas of employment including:

- recruitment, selection and promotion practices which are open, competitive and based on merit;
- provide induction, education and training to staff who are from diverse backgrounds to enhance the retention of new employees and promotion of existing employees to senior management and board positions;
- grievance handling procedures that are accessible and deal with workplace complaints promptly, fairly and confidentially;
- communication processes that give employees access to information and allow their view to be heard;
- management decisions that are fair and responsible;
- recognition and respect for the social and cultural backgrounds of all employees and members of the community;
- workplaces that are free from all forms of discrimination and harassment.