

## Ambertech Limited Diversity Policy



### 1. Purpose

Ambertech Limited is committed to an inclusive workplace that embraces and promotes diversity. Ambertech values and respects the unique contributions of people with diverse backgrounds, experiences and perspectives. This policy provides a framework for new and existing diversity related initiatives and policies within Ambertech.

### 2. Scope

Diversity includes, but is not limited to, gender, age, ethnicity and cultural background. This policy does not form part of an employee's contract of employment, nor gives rise to contractual obligations. However, to the extent that the Diversity Policy requires an employee to do or refrain from doing something at all times subject to legal obligations, this policy forms a directive of Ambertech with which an employee is expected to comply.

### 3. Objectives

The objectives of this policy are to provide a framework to achieve:

- A diverse and skilled workforce, leading to continuous improvement in achievement of corporate goals;
- A workplace culture characterised by inclusive work practices and behaviours beneficial to all staff;
- Improved employment and career development opportunities for women;
- A work environment valuing and utilizing 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
- Awareness by staff of their rights and responsibilities with regard to fairness, equity and respect for all aspects of diversity.

### 4. Strategy

Ambertech employs the following strategies in relation to diversity:

- Recruiting from a diverse pool of candidates for all positions, including senior management and the Board;
- Reviewing succession plans to ensure an appropriate focus on diversity;
- Identifying specific factors to take into account in recruitment processes to encourage diversity;
- 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;
- Developing a culture which takes into account the domestic responsibilities of employees; and
- Any other strategies developed by the Board from time to time.

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### 5. Monitoring and Evaluation

The Board's Remuneration and Nomination Committee, in consultation with management as appropriate, is responsible for overseeing the implementation and ongoing monitoring of Ambertech's diversity strategy, including:

- The establishment of measurable objectives;
- The annual review of the objectives and progress against those objectives;
- The reporting, through the Annual Report, and monitoring, through reports from management, of the objectives; and
- Management's implementation of processes and procedures associated with the diversity strategy.

### 6. Reporting

The Board will include in the Annual Report each year, as a minimum:

- The measurable objectives, if any, set by the Board;
- Progress against the objectives; and
- The proportion of women employees in the whole organisation, in senior executive positions, and on the Board.

### 7. Review

This policy is to be reviewed annually, with all changes to be approved by the Board of Ambertech.