



DIVERSITY POLICY

Approved by the MLG Oz Limited Board on 14 May 2024



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1. INTRODUCTION

MLG Oz Limited (the Company) is committed to an inclusive workplace that embraces and promotes diversity at all levels of the Company. The Company recognises a commitment to diversity can broaden the pool for recruitment of high quality employees, improve employee retention, foster a closer connection with and better understanding of customers, and improve the Company's image and reputation. Diversity is fundamental to the Company's business and is encapsulated in both the Company's Statement of Values and its Code of Conduct.

For the purposes of this policy, diversity not only includes gender diversity but also includes matters of age, disability, ethnicity, marital or family status, religious or cultural background, sexual orientation and gender identity.

This document sets out the Company's policy on diversity, and a summary of this policy will be made available on the Company's website.

2. GENDER DIVERSITY OBJECTIVES

The board of directors of the Company (**Board**) may establish measurable objectives for achieving gender diversity. Assessment of the need to set objectives, the objectives (if any) and review of progress against objectives will be carried out on an annual basis by the Board.

The Company will:

- a) provide fair access to all employment opportunities and foster recruitment, retention and promotion practices that take account of the diversity within the communities in which the Company operates, including by ensuring that recruitment, retention and promotion practices are appropriately structured so that a diverse range of candidates are considered;
- b) not discriminate against people based on gender, marital or family status, ethnicity, colour, age, race, religion, disability, national origin, sexual orientation, socio-economic background, experience or perspective;
- c) ensure a supportive workplace in which employee differences are treated fairly and with respect and dignity within a safe working environment and discrimination, harassment, vilification and victimisation are not tolerated;
- d) promote workplace structures, systems and procedures that assist employees balance their work, family and other responsibilities effectively and assist in the



development of a broader and more diverse pool of skilled and experienced employees;

- e) provide opportunities for employees on extended parental leave to maintain their connection with the Company; and
- f) seek to make a positive contribution to the social well-being of the communities it serves.

3. MEASURES AND ACCOUNTABILITIES

As the Board believes that reporting Company performance is critical to achieving diversity objectives, the Board will:

- a) disclose in the Company's Corporate Governance Statement the measurable objectives for achieving gender diversity set by the Board in accordance with this policy (if any) and its progress towards achieving them. If, at the commencement of any reporting period, the Company is an ASX300 company, the measurable objective for Board composition must be not less than 30% male and 30% female for the relevant period; and
- b) disclose in the Company's Corporate Governance Statement the respective proportions of men and women on the Board, in senior executive positions and across the Company (and how the Company has defined "senior executive" for these purposes). The Company will tailor its gender diversity reporting to reflect its own circumstances and to achieve an accurate representation of the relative participation of women and men in the Company and the roles in which they are employed; and
- c) undertake gender pay equity audits to gain a stronger insight into the effectiveness of the Company's gender diversity programs.

4. IMPLEMENTATION OF THIS POLICY

The Board and senior management of the Company will develop, implement, maintain and continuously review the appropriate structures, systems, and procedures to support our diversity objectives.

The Managing Director (**MD**) will monitor the progress and report to the Board on the effectiveness of diversity related initiatives, including progress against measurable objectives (if set) for achieving gender diversity.



All employees are responsible for:

- a) promoting the Company's diversity initiatives where appropriate;
- b) respecting difference and maintaining a workplace that is free from unfair discrimination; and
- c) behaving in a way that is consistent with the values and spirit of this Policy.

5. REVIEW

This policy will be reviewed periodically to check that it is operating effectively.

Policy adopted by Board on: 14 May 2024