

Diversity, Equity and Inclusion Policy

HRM-POL-L-019

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1.0 POLICY

Lycopodium is committed to equal opportunity employment for all people regardless of any personal attributes and it seeks to provide a safe, welcoming and inclusive environment for all.

We will continue to be focused on the importance of equality within the workplace. Hiring will be based on the best person for the job in respect of abilities and qualifications. Advancement will be based on merit and performance, not on defined targets or artificial quotas.

Our commitment to Diversity, Equity and Inclusion (DE&I) will be supported through:

- promotion of, and commitment to, the Lycopodium values of Respect, Integrity and Diligence
- ensuring compliance with Lycopodium's Equal Employment Opportunity policy (HRM-POL-L-028)
- appointing, training, developing and promoting on the basis of merit and ability alone
- promoting the awareness of DE&I principles
- providing employees with the opportunity to maximise their potential and enhance their professional development and contribution to the organisation
- regularly reviewing and updating Company practices based on employee feedback and best practice
- making reasonable efforts to understand reasons for resignations
- accessing all areas of the business with an open-door management policy
- engaging with the communities in which we operate.

This policy applies to all employees of Lycopodium and persons working for Lycopodium under a contract or a consultancy agreement.

2.0 DEFINITIONS

Diversity – similarities and differences, including visual and non-visual, amongst employees including their individual backgrounds, different cultures, skills, experiences and perspectives. Diversity encompasses differences in ethnicity, gender, age, sexual preference, marital status, family responsibilities, pregnancy, political or religious belief.

Employee – an individual employed on a full-time or part time, and continuing basis, including 'salaried' employees, casual employees and personnel engaged via a registered agency or payroll provider, or their own company (referred to as contractors).

Equity – where all employees have access to the same opportunities, resources and treatment.

Inclusion – a workplace where employees, regardless of any personal attributes, are welcomed, accepted and made to feel safe, valued, involved, and respected for the viewpoints, ideas, perspectives and experiences they bring.

Lycopodium or the Company – Lycopodium Limited including any of its subsidiaries or other controlled entities, excluding joint ventures.

Merit – evaluating and selecting candidates or employees based solely on their skills, experience, qualifications, and performance.

Note: Capital and lower-case letters, singular and plural have the same meaning in the application of the definitions within this policy.

3.0 REFERENCES

The following document forms references to this policy:

HRM-POL-L-028 Equal Employment Opportunity