

# **CURVEBEAM AI LIMITED**

## **DIVERSITY POLICY**

### **1 Introduction**

This document sets out the policy of CurveBeam AI Limited and its subsidiaries (together **CurveBeam** or the **Group**) in relation to diversity and inclusion.

CurveBeam's vision for diversity incorporates a number of different factors, including gender, ethnicity, disability, age, marital or family status, religious beliefs, socio-economic or cultural background and sexual orientation.

### **2 Scope**

This policy applies to all directors, officers, employees, contractors and consultants of CurveBeam and its subsidiaries, and includes the recruitment and selection process, terms and conditions of employment including pay, promotion, work assignment, training and any other aspect of employment.

### **3 Objectives**

CurveBeam is striving to achieve:

- (a) a diverse and skilled workforce, leading to continuous improvement in service delivery and the achievement of corporate goals;
- (b) a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;
- (c) employment and career development opportunities for women including participation in senior management and at Board level; and
- (d) awareness in all staff of their rights and responsibilities in relation to fairness, equity and respect for all aspects of diversity.

Furthermore, discrimination, harassment, vilification and victimisation will not be tolerated.

### **4 Benefits**

CurveBeam believes that diversity contributes to the achievement of its corporate objectives. CurveBeam recognises the benefits arising from diversity at all levels of its business, which include:

- (a) being able to attract people with the best skills and attributes;
- (b) more lateral problem solving ability and greater opportunities for innovation;
- (c) improving employee retention rates; and
- (d) accessing different perspectives and ideas.

The focus on diversity at all levels of the business is intended to reinforce the importance of equality in the workplace, working to ensure that all employees are treated with fairness and respect, and have

equal access to opportunities available at work without being subjected to conscious or unconscious biases.

## **5 Employment considerations**

In all employment situations, merit should be the determining factor. Employees and applicants for employment should be assessed on their merits, without regard to race, age, gender or gender identification, sexual orientation, marital status or any other factor not applicable to the position. Employees should be evaluated for employment and advancement opportunities based on achievement, experience and the ultimate value they could bring to a role.

CurveBeam has a goal that recruiting for all staff positions, including senior management, will be from a diverse pool of candidates in accordance with the guidelines of this policy. CurveBeam will work to establish a recruitment process focused on criteria designed to help ensure that the best people are chosen for the available positions, recognising the benefits that diverse experience, perspectives and approaches can bring. External consultants may be used where appropriate to help ensure a search for candidates with the best skills and experience has been performed.

Succession plans should be reviewed regularly with an appropriate focus on diversity in accordance with this policy.

CurveBeam recognises that employees may have domestic responsibilities and flexible work practices may be adopted to assist them to meet those responsibilities. Employees on extended parental leave have the option to continue receiving all-staff communications and to attend work functions and training programs for the purposes of maintaining their connection to CurveBeam.

## **6 Measurable objectives**

As a relatively small company (amongst those listed on the ASX), CurveBeam may face particular issues in ensuring that all of the ASX Corporate Governance Council's recommendations and guidance in its *Corporate Governance Principles and Practice* publication are satisfied. CurveBeam currently only has a relatively small number of employees. When appropriate having regard to its scale and resources, CurveBeam intends to:

- (a) establish appropriate and measurable objectives for achieving diversity; and
- (b) annually review and assess both the measurable objectives for achieving diversity and CurveBeam's progress in achieving them.

## **7 Further information**

Any person who has questions about this policy or who requires further information should contact the Chief Executive Officer.

## **8 Review of this policy**

This policy will be reviewed annually by the Board of Directors to ensure it is operating effectively.

Approved by the Board of Directors of CurveBeam AI Limited.