



9 Spokes International Limited

Diversity Policy

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1 Introduction

- 1.1. 9 Spokes International Limited (the **Company**) recognises that actively promoting diversity within an organisation is both a reflection of good management and good corporate governance, and ensures the organisation is staffed and managed by a team selected on merit from the widest possible pool of talent. Diverse perspectives also likely reflect and provide alignment with the diverse backgrounds of the company's users, channel partners and App partners.
- 1.2. The Company's employees have diverse skills, backgrounds, perspectives, experiences and religious and cultural beliefs.
- 1.3. The Company does not discriminate on any grounds and determines appointments based on merit only, as reflected in the Code of Conduct.
- 1.4. The Charter of the Remuneration & Nomination Committee currently includes responsibilities for that committee to take diversity into account in Board recruitment and succession plans.
- 1.5. This Diversity Policy sets out the Company's policy regarding diversity in relation to recruitment, selection and promotion of employees.
- 1.6. The Company has a flexible working policy to reflect that employees (female and male) may have domestic responsibilities. The flexible working policy assists them to meet these responsibilities.

2 Policy statement

- 2.1. The Company is committed to supporting diversity at all levels, and recognises that commitment to diversity promotes a positive workplace culture, in turn adding value to the Company.
- 2.2. The Company recognises that diversity includes gender, age, disability, ethnicity, marital or family status, religious or cultural background, geographical origin, sexual orientation and gender identity.

3 Objectives

- 3.1. The Company's goal is to optimise the composition of its workforce by ensuring the positive management of diversity is entrenched in its culture and reflected in its recruitment, selection and promotion procedures.
- 3.2. Recommendation 1.5 of the *Corporate Governance Principles and Recommendations* (3rd edition), published by the ASX Corporate Governance Council, recommends that a listed entity have and disclose a diversity policy which includes requirements for the board or a relevant committee to set measurable objectives for achieving gender diversity and to assess annually both the objectives and progress in achieving them.
- 3.3. The Company is committed to inclusion at all levels of the organisation regardless of gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, cultural background, socio-economic background, perspective and experience.
- 3.4. In order to have an inclusive workplace, discrimination, harassment, vilification and victimisation cannot and will not be tolerated.
- 3.5. The recruitment and selection practices at all levels from Board appointments downwards are appropriately structured so that a diverse range of candidates are considered and appointments are on merit, and so as to guard against conscious or unconscious bias.

- 3.6. The Company will consciously strive to have an approximately equal gender split, subject to the overriding requirement that appointments must be based on merit.

4 Responsibility

- 4.1. The Board is responsible for setting measurable objectives for achieving gender diversity.
- 4.2. The Chief Executive Officer will be responsible for reporting to the Board annually on progress towards achieving the measurable objectives for achieving diversity set out in this Diversity Policy.
- 4.3. This Diversity Policy and the Company's progress towards achieving the measurable objectives set out herein will be reviewed annually by the **Remuneration & Nomination Committee**.
- 4.4. The **Remuneration & Nomination Committee** will report to the Board annually on the Company's performance against the objectives and recommending remedial actions.
- 4.5. Any amendments to this Diversity Policy must be approved by the Board.

5 Disclosure

- 5.1. The Company will make the disclosures set out in Recommendation 1.5 of the Corporate Governance Principles and Recommendations (3rd edition), including:
 - 5.1.1. Gender diversity in Board appointments; and
 - 5.1.2. Gender diversity in leadership team appointments.