

Diversity Policy

Introduction

Diversity includes, but is not limited to, an individual's race, ethnicity, gender, age, physical abilities, religious, political or other beliefs. The company respects and values the competitive advantage to our business that the best quality workforce can provide not showing bias due to diversity issues to support the achievement of our strategic goals and objectives.

Purpose

The Diversity Policy is intended to support the achievement of a workplace that embraces highest standards regardless of diversity issues and in particular, amongst members of the Board and senior management, recognising the security obligations as a result of Raptis business activities. The policy also provides a process by which measurable objectives can be established and monitored by the Board.

Scope

This policy applies to the Board and all Company employees including contractors and temporary employees.

Diversity Commitment

The Company is committed to:

- Complying with current best practice in diversity including as appropriate to the Company's business requirements and the recommendations published by ASX Corporate Governance Committee by establishing measurable objectives for achieving diversity; and
- Keeping shareholders informed of progress towards achieving our diversity objectives.

The Board will:

- Aim to ensure that appropriate procedures and measures are introduced and responsibilities delegated to the Remuneration, Nomination and Diversity Committee to ensure that the Company's diversity commitments are monitored appropriately; and
- Seek to ensure that the diversity profile is a factor that is taken into account where appropriate in the selection and appointment of senior management and directors subject to the security obligations associated with Raptis business activities.

The Company recognises that diversity is not to be discouraged and intends to promote and facilitate the best candidate not showing bias or favour in diversity issues throughout the Company.

Supporting workplace diversity is the responsibility of everyone in the Company

The Board is responsible for:

- Establishing an appropriate Committee structure to oversee and monitor objectives to deliver a diverse workplace on an annual basis;
- Adopting the diversity strategy; and
- Annually monitoring progress.

The Remuneration, Nomination and Diversity Committee is responsible for:

- Developing and annually review the Company's policy on diversity;
- Establishing and monitoring measurable objectives for achieving diversity that are linked to the Company's circumstances and industry;
- Assess and report to the Board at least annually on the objectives of the diversity strategy and progress achieved; and
- Monitoring measures of diversity throughout the Company.

The Chief Executive Officer is responsible to the Board for:

- The implementation and management of this policy;
- The development, implementation, maintenance and review of the appropriate structures, systems, policies and procedures to support the Company's diversity strategy; and
- Reporting to the Board and the Remuneration, Nomination and Diversity Committee on performance objectives and on the implementation of diversity initiatives and programs.

Senior executives of the Company are responsible to the CEO for:

- The practice and promotion of behaviour that is consistent with the Company's values and this policy;
- The incorporation of workplace diversity principles into their team and management practices;
- The recognition and use of the diverse skills and knowledge of employees where this is consistent with business priorities and position requirements; and

- Support for employees who seek flexible work arrangements and leave entitlements, subject to business needs.

All employees are responsible for:

- Behaving in a way that is consistent with the Company's values, this policy and other applicable policies.
- Respecting different ways of thinking and working to maintain a workplace that is inclusive and free from discrimination; and
- Being aware of the Company's initiatives to hire the best quality candidate not showing bias due to diversity and, supporting these initiatives in the workplace.

Reviewed 15 August 2023