

**TALi**®

DIGITAL LIMITED

# Diversity Policy

**TALi Digital Limited**

ABN 53 108 150 750

## Purpose

The purpose of this policy is to set out TALi Digital Limited's and its subsidiaries ("TALi") approach to diversity in the workplace and provides a framework that actively encourages diversity across the organisation.

## Scope

This policy applies to all directors of the Board, employees and contractors engaged by TALi.

## Policy Statement

Diversity includes, but is not limited to, and individual's race, ethnicity, gender, sexual orientation, age, physical abilities, educational background, socioeconomic status, and religious, political and other beliefs.

TALi is committed to promoting diversity among employees and aims to ensure the company attracts and retains employee with both an appropriate and diverse mix of skills, expertise and experience.

TALi aims to promote and encourage a diverse workforce, by fostering an environment of mutual learning, respect, dignity, openness to other cultures and an appreciation of difference and other perspectives.

TALi seeks to ensure that its business practices, systems and processes do not prevent people from diverse backgrounds having equality or opportunity with the organisations.

## Objectives

- Recruit from a diverse pool of candidates for all positions, including Board and senior executive appointments.
- Maintain a flexible work practices policy and engender a culture of support for flexible work practices where possible and required.
- Provide ongoing mentoring, coaching and succession programs that support and encourage all staff, equally, to expand their skills as part of their professional development and to prepare them to take on management or executive roles.
- Provide support to employees with disabilities and special needs and proactively manage employees with emerging mental health issues.

## Strategies

- Facilitating a corporate culture that embraces diversity and recognises employees at all level have responsibilities outside of the workplace.
- Ensuring that meaningful and varied development opportunities are available to all employees to enhance both employee retention and potential for promotion.
- Promoting on the basis of merit.

## Responsibilities

All TALi employees have a responsibility to comply with this policy and associated policies and are responsible for acting in alignment with and upholding the principles of this policy.

TALi Leadership Team have a responsibility for managing local practices and ensuring adequate understanding of this policy exists across the organisation.

## Reporting & Compliance

The HR Team and Executive Management Team are responsible for reviewing and making recommendation to the Board on workforce diversity practices.

TALi will meet all obligation with respect to state and federal legislative and regulatory and reporting requirements in relation to diversity and discrimination.

## Monitoring & Review

TALi will monitor the performance of the diversity objectives and strategies using appropriate measures and targets. Progress will be reported and monitored by the HR Team and Executive Management Team and reported accordingly.

The HR Team and Executive Management Team will review the policy annually and make recommendation to the TALi Board as to any changes it considers should be made.

## Related Policies

- Recruitment Policy
- Flexible Work Policy
- Work from Home Policy
- Leave Policy
- Anti-Discrimination & Equal Employment Policy
- Domestic & Family Violence Policy

## Corporate Governance Council Statement

### Diversity

TALi has implemented a Diversity Policy to promote and ensure diversity within the organisation. While the key focus of the ASX Corporate Governance Council's recommendation is on promoting the role of women within organisations, TALi recognises the other forms of diversity are also important.

The HR Team and Executive Management Team will ensure that suitable procedures and measures are introduced and reported to the Board. Ensuring that the company's diversity policy, commitments and objectives are implemented appropriately and adhered to.

Recommendations outlined by the ASX requires listed entities to disclose the proportion of women in the whole organisation, in senior executive positions and on the Board.

	<b>Total</b>	<b>Board</b>	<b>Executive</b>
All Staff	34	4	12
Female Staff	19	1	6
% of Total	56%	25%	50%

### Approval and Review Dates

<b>Approval and Review</b>	<b>Details</b>
Approval Authority	Board of Directors
Administrator	HR Representative
Next Review Date	February 2023

<b>Approval and Amendment History</b>	<b>Details</b>
Original Approval Authority	HR Representative June 2020
Amendment Authority and Date	HR Representative October 2021
Amended Authority and Date	HR Representative February 2022