

## **SDI LIMITED – DIVERSITY POLICY**

### **Policy Purpose:**

SDI strives to foster a culture of diversity where people from a range of backgrounds and life experiences contribute to achieving our Company goals. The purpose of this policy is to define what 'diversity' means at SDI and to set out the Company's policy in accordance with the ASX Corporate Governance Principles and Recommendations.

### **Diversity at SDI:**

Diversity includes, but is not limited to, an individual's race, ethnicity, gender, sexual orientation, age, physical abilities, educational background, socioeconomic status, and religious, political or other beliefs. As a global company with a diverse customer and employee base, SDI recognises the value of differences in communication styles, interpersonal skills and problem solving skills in achieving long term company growth and sustainability. We also appreciate that an inclusive workplace culture contributes to overall employee well-being and productivity.

### **Company Objectives:**

The Company seeks to achieve the following diversity objectives:

- Attracting, engaging and retaining a talented and diverse workforce by considering a broad talent pool and making decisions based on merit, ability, performance and potential;
- Recognising the responsibilities employees have outside the workplace and providing workplace flexibility where it is practical and feasible, taking into account an individual's role within the company;
- Improving the quality of decision-making, creativity, productivity and teamwork through valuing a range of skills and contributions;
- Enhancing service delivery through a workforce that respects and reflects the diversity of the Company's customers.

### **Strategies:**

Specific strategies to help achieve the Company's diversity objectives include:

- Communicating and raising awareness of the benefits of diversity and ensuring all employees understand their responsibilities in relation to this;
- Ensuring managers responsible for human resources decisions consider diversity when appointing and promoting employees at all levels, including at management and Board levels;
- Establishing, monitoring and reporting annually on a range of diversity measures.

### **Responsibilities:**

The Board of Directors will approve gender and other diversity-related measurable objectives for the Company. Management will monitor, review and report to the Board on the Company's progress against these objectives on an annual basis. In its annual report, the Company will disclose the objectives set by the Board and report against these objectives, including the proportion of women employees in the whole organisation, in management positions and on the Board.