

Diversity Policy

Desane Group Holdings Limited (“Desane”) and all its controlled entities are committed to workplace diversity.

Desane recognises the benefits arising from Board and employee diversity in a competitive labour market, and being able to attract, retain and motivate employees from the widest possible pool of available talent.

Diversity includes, but is not limited to, gender, age, disability, ethnicity, marital or family status, religious or cultural background.

Desane, to the extent practicable, will address the recommendations and guidance provided by the ASX Corporate Governance Council.

1. Objectives and Strategies

The objectives and strategies of the Diversity Policy are for Desane to achieve the following:

- When recruiting for positions for the Board, senior executives, key personnel and all employment positions, the Board will recruit from a diverse pool of candidates;
- Review the succession plans, in accordance with the Board Charter and the Nomination Committee, to ensure consideration on diversity;
- A workplace environment that values the contributions of employees with diverse backgrounds, skills, qualifications and experiences;
- Establishing a flexible workplace environment that will assist both male and female employees who may have domestic responsibilities, meet those responsibilities;
- Establish and maintain a workplace environment that promotes awareness in all staff, of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity; and
- Establish and maintain a workplace environment in which all employees are treated with fairness and respect, and have equal access to opportunities within the Company.

As part of the Diversity Policy and the Company’s Code of Conduct, Desane, its directors and all employees are obligated to not engage in any conduct or activity which is illegal or contrary to any anti-discrimination or equal employment opportunity legislation or laws in any State or Territory of Australia. Discrimination, harassment, vilification and victimisation will not be tolerated in the workplace.

2. Responsibilities

The Board is responsible for administering this policy and ensuring Desane is committed to workplace diversity.

The Board is also responsible for developing measurable objectives and strategies to meet the objectives of the Diversity Policy, including the monitoring progress of the measurable objectives. Currently, the measurable objectives have not yet been developed to a practicable level due to the size and composition of the Company and its Board.

The Board, however, will conduct director appointments and employee appointment processes in a manner that promotes diversity as per the Diversity Policy.

3. Monitoring, Evaluation and Reporting

The Chairman will monitor the implementation, monitoring and reporting of the Diversity Policy and its objectives.

The Board will include a summary of its Diversity Policy in the Corporate Governance Statement, and disclose any measurable objectives, if any, set by the Board in the Annual Report each year.