

## Diversity Policy

Policy Owner: Group Finance

Version: 2

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### 1. Overview

- 1.1 Lynch Group Holdings Limited (ABN 35 608 543 219) (**Company**) is committed to establishing and maintaining an inclusive workplace that embraces and promotes Diversity. This Diversity Policy (**Policy**) sets out the Company's commitment to Diversity and inclusion in the workplace and provides a framework to achieve the Company's diversity goals.
- 1.2 The Company recognises the strategic and personal advantages that arise from a workplace where decisions are based on merit and where all Employees are treated equally.

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### 2. Definitions

In this Policy, unless the context otherwise requires:

**ASX** means ASX Limited (ABN 98 008 624 691) or the financial market conducted by ASX Limited, as the context requires.

**Board** means the board of directors of the Company.

**Diversity** includes, but is not limited to, differences that relate to gender, age, race, ethnicity, nationality, national origin, disability, sexual orientation and gender identity, intersex variation, religion or belief, cultural background, personality, marital and family status.

**Employee** means a person who is an employee, officer, or director of the Lynch Group.

**The Lynch Group** means the Company and its subsidiaries.

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### 3. Who does this Policy apply to?

This Policy applies to the Company's Board as a whole, and to all Employees individually.

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### 4. Benefits of this Policy

- 4.1 The Company has adopted this Policy to acknowledge and appreciate the positive outcomes that can be achieved through the diverse range of abilities and perspectives that Employees bring to the Lynch Group through their Diversity.
- 4.2 The Company understands that organisational performance is linked to an inclusive environment that embraces and promotes Diversity.
- 4.3 This Policy is specifically designed to assist the Company to reach its strategic goals by:
- (a) ensuring that all Employees are treated with equality and respect;

- (b) facilitating employment opportunities based on appropriate recruitment processes of considering a range of employees and attracting, rewarding and retaining staff with a diverse range of skills and experience;
- (c) developing flexible workplace practices to recognise and meet the diverse needs of Employees;
- (d) building and maintaining a safe and open workplace;
- (e) contributing to the community by fostering a culture of acceptance and teamwork; and
- (f) meeting the Company's obligations under the ASX Corporate Governance Principles and Recommendations.

## 5. Objectives

- 5.1 The Remuneration and Nomination Committee will recommend Diversity related measurable targets (**Measurable Objectives**) to the Board on an annual basis to identify ways in which gender diversity and other appropriate aspects of Diversity can be achieved and measured.
- 5.2 The Measurable Objectives are to include, at a minimum, the Company's objectives for achieving gender diversity.
- 5.3 The Remuneration and Nomination Committee will assess annually the Measurable Objectives and the Lynch Group's progress in achieving them and provide a report to the Board. The report will include a review of the relative proportions of men and women at all levels in the Lynch Group.

## 6. Responsibilities

- 6.1 The Board (or a committee of the Board) is responsible for:
  - (a) overseeing this Policy including the review of its appropriateness and effectiveness;
  - (b) encouraging and promoting any other initiatives, policies and processes appropriate from time to time to encourage and promote Diversity;
  - (c) annually setting and reviewing the Measurable Objectives;
  - (d) annually assessing the Company's progress towards achieving the Measurable Objectives; and
  - (e) ensuring compliance with the ASX Corporate Governance Principles and Recommendations in respect of Diversity.

## 7. Publication of this Policy and the Company's progress

- 7.1 This Policy will be available on the Company's website and will be periodically reviewed by the Board to check that it is operating effectively and to determine whether any changes are required to the policy.
- 7.2 The Company will provide information its annual report regarding:

- (a) key features of this Policy;
  - (b) the Measurable Objectives and the Company's progress towards achieving them; and
  - (c) the respective proportions of men and women on the Board, in senior executive positions and across the whole organisation.
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## **8. Employee rights and obligations**

- 8.1 This Policy is aspirational and does not form part of an Employee's terms of employment, appointment or engagement with the Lynch Group. A departure from the Policy or a failure to meet Measurable Objectives may result in reporting obligations for the Company but is not intended to create direct legal obligations between the Lynch Group and Employees.
- 8.2 This Policy is not to be used by the Lynch Group, or any Employees, to justify conduct which is contrary to any anti-discrimination or equal employment opportunity laws in any jurisdiction.