



COMPANY POLICY

Inclusion and Diversity Policy

LIT-POL-040

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Revision Code	Revision Date	Name	Position	Signature	Next Review Date
Rev 06	07-Jun-24	Board	Board	Board	07-Jun-27

1. INTRODUCTION

At Livium, we aim to unlock the enormous potential that diverse and inclusive teams bring to the workplace.

With a focus on creating inclusive and diverse workplaces, this policy ensures adherence to relevant legislation and the principles of equal opportunity, respect, and inclusion. The Group aims to maintain a gender equity-based approach across all organisational operational activities.

The Group recognises the benefits arising from employee and Board inclusion and diversity, including a broader pool of high-quality candidates, improving employee retention and motivation, accessing different perspectives and ideas and benefiting from all available talent.

The Group is committed to workplace inclusion and diversity at all levels of the organisation, regardless of gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, cultural background, socio-economic background, perspective and experience.

2. OUR COMMITMENT

The Group is committed to providing a safe, inclusive and supportive workplace for all. We want everyone to bring their whole self to work. We employ, develop and promote based on people's strengths and we do not tolerate any form of discrimination, bullying, harassment or victimisation. Our systems, processes and practices support fair treatment.

Our Inclusion and Diversity strategy is focussed on accelerating the delivery of a more inclusive work environment and enhanced overall workplace diversity including:

- a) **Fair and Equitable Treatment:**
All employees have the right to be treated fairly and equitably.
- b) **Access to Conditions and Benefits:**
Equitable access to employment conditions and benefits for all employees.
- c) **Safe and Inclusive Environment:**
A work environment free from unlawful discrimination, harassment, vilification, bullying, or other inappropriate behaviours.
- d) **Valuing Diversity:**
Recognising diversity as a valuable contribution to the Group.

3. DEFINITIONS

Table 3-1 Definitions

Term	Definition
The Group	Refers to Livium Ltd (ACN 126 129 413) and its subsidiaries.
Adverse Action	Actions, including discriminatory treatment, taken against an individual based on specific characteristics as defined under legislation
Equal Opportunity	Ensuring equal access to opportunities in work for all individuals
Gender	Social, behavioural, and cultural attributes, expectations, and norms associated with being female, male, intersex, transgender, or gender diverse
Gender Equality in the Workplace	Ensuring equal rewards, resources, and opportunities for all employees regardless of gender
Gender Equity	Fair treatment according to respective needs, including equal or equivalent rights, benefits, obligations, and opportunities
Special Measures	Actions taken by LIT to enable substantive equality for groups that have historically faced disadvantages
Unlawful Behaviour	Actions that breach legislation by engaging in unlawful discrimination, harassment, victimisation, vilification, or adverse action
Unlawful Discrimination	Treating a person or group less favourably based on characteristics determined by Federal and WA state legislation, either directly or indirectly

Term	Definition
Unlawful Harassment	Subjecting a person to intimidation, insults, or humiliation based on characteristics determined by Federal and WA state legislation
Victimisation	Treating a person or persons less favourably due to their involvement in making, supporting, or resolving a complaint of discrimination, harassment, or vilification
Vilification	Public acts that incite hate, contempt, or ridicule towards a person or group based on specific characteristics

Definitions adapted from the World Bank Group, Gender Strategy 2016-2023: Gender Equality, Poverty Reduction and Inclusive Growth; the Workplace Gender Equality Agency, Gender Strategy Toolkit.

4. POLICY OBJECTIVES

The Policy provides a framework for the Group to achieve the following objectives (Objectives):

- A diverse and skilled workforce, leading to continuous improvement in service delivery and achievement of strategic goals;
- A workplace culture characterised by inclusive practices and behaviours for the benefit of all employees in line with our values;
- A workplace where discrimination, harassment (including sexual harassment), vilification and victimisation cannot and will not be tolerated;
- Improved employment, talent management and career development opportunities for all employees;
- Enhanced recruitment practices whereby the best person for the job is employed, which requires the consideration of a broad and diverse pool of talent;
- A work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives through improved awareness of the benefits of workforce diversity and successful management of diversity; and
- Awareness in all employees of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity.

The Policy does not impose on the Group, its directors, officers, agents, or employees any obligation to engage in, or justification for engaging in, any conduct which is illegal or contrary to any anti-discrimination or equal employment opportunity legislation or laws in any State or Territory of Australia or of any foreign jurisdiction.

5. ACTIONS

To ensure gender equality in the workplace, the Group will:

- Maintain a work environment free from unlawful discrimination, harassment, vilification, victimisation, bullying, or other inappropriate behaviours.
- Implement inclusive practices and programs across all activities.
- Develop and implement programs and special measures to improve access, participation, retention, and success of female employees.
- Provide training and awareness programs to ensure employees are aware of their rights and responsibilities.
- Promote a family-friendly workplace by offering parental leave options, flexible working arrangements, working from home options where possible and regularly reviewing corporate policies and procedures to uphold gender equity principles.
- Ensure gender representation across all areas of management and operational activities.
- Ensure equal remuneration for all employees, considering their varying qualifications, experiences, and responsibilities within the organisation.
- Promote gender diversity in roles historically associated with gender stereotypes.
- Support external organisations in the Group's supply chains that demonstrate a commitment to inclusion and diversity.
- Report on voluntary turnover with the aspiration of ensuring that the rate is the same for men and women.

The Group's diversity strategies may include:

- a) Recruiting from a diverse pool of candidates for all positions, including senior management and Non-Executive Directors.
- b) Reviewing succession plans to ensure an appropriate focus on diversity.
- c) Developing programs to build a broader pool of skilled and experienced mid-level and senior management candidates, including, leadership development programs, mentoring programs and targeted training and development.
- d) Building an Indigenous Peoples Strategy to increase indigenous workforce participation in line with the Group's inclusion and diversity's objectives.
- e) Opportunities for apprenticeships, internships, and industry placements with a focus on inclusion and diversity and improving workforce participation rates; and any other strategies the Board develops from time to time.

6. RESPONSIBILITIES

6.1 The Board's commitment

The Board is committed to workplace inclusion and diversity and at all levels of the Group.

The Board maintains oversight and responsibility for the Group's continual monitoring of its inclusion and diversity practices and development of strategies to meet the Objectives.

The Board will consider conducting all Board appointment processes in a manner that promotes inclusion and diversity, including establishing a structured approach for identifying a pool of candidates, using external experts where necessary.

7. MONITORING AND EVALUATION

The Board will monitor the scope and currency of this policy.

The Group is responsible for implementing, monitoring and reporting on the Objectives of the policy.

Measurable Objectives as set by the Board, may be included in the annual key performance indicators for the Managing Director/Chief Executive Officer and senior executives.

8. ONGOING COMMITMENT

The Group's responsibility does not end within its operation and recognises it is part of a bigger ecosystem; the communities, government, business and society.

9. POLICY REVIEW

The Board will review this policy at least every three years. The Board must approve any amendments made to the policy as a result of any review and will update this policy as required or as a result of new laws or regulations.