

FACILITATE DIGITAL HOLDINGS LTD

DIVERSITY POLICY

1. INTRODUCTION

Facilitate Digital Holdings Limited (**FAC**) recognises the benefits arising from employee and board diversity, including a broader pool of high quality employees, improving employee retention, accessing different perspectives and ideas and benefiting from all available talent.

To the extent practicable, FAC will address the recommendations and guidance provided in the ASX Corporate Governance Council's *Corporate Governance Principles and Recommendations (ASX Principles)*.

2. OBJECTIVES

The Diversity Policy provides a framework for FAC to achieve:

- a diverse and skilled workforce;
- a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;
- a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives ; and
- awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity, (collectively, the **Objectives**.)

3. RESPONSIBILITIES

3.1 *The Board's commitment*

FAC's Board is committed to workplace diversity.

The Board is responsible for developing measurable objectives and strategies to meet the Objectives of the Diversity Policy (**Measurable Objectives**) and monitoring the progress of the Measurable Objectives through the monitoring, evaluation and reporting mechanisms listed below.

The Board may also set Measurable Objectives for achieving gender diversity and monitor their achievement.

3.2 *Strategies*

FAC's diversity strategies will include:

- recruiting from a diverse pool of candidates for all positions;
- reviewing succession plans to ensure an appropriate focus on diversity;
- identifying specific factors to take account of in recruitment and selection processes to encourage diversity;
- developing programs to develop a broader pool of skilled and experienced senior management and board candidates; and
- any other strategies the Board develops from time to time.

4. MONITORING AND EVALUATION

FAC is responsible for implementing, monitoring and reporting on the Measurable Objectives. Measurable Objectives as set by the Board will be included in the annual key performance indicators for the Managing Director/CEO. In addition, the Board will review progress against the Objectives as a key performance indicator in its annual performance assessment.

5. REPORTING

The Board will include in the Annual Report each year:

- the Measurable Objectives, if any, set by the Board;
- progress against the Objectives; and
- the proportion of women employees in the whole organisation, at senior management level and at Board level.