

AUSTOCK GROUP LIMITED (“Austock” or the “Company”)

DIVERSITY POLICY

1. Overview

This document outlines Austock’s policy on diversity. It applies to all directors, employees and contractors of the Company and its subsidiaries.

2. Our commitment

Austock is committed to providing an inclusive workplace that embraces and promotes diversity.

Diversity at Austock refers to all the characteristics that make individuals different to one another, including gender, ethnicity, religion, culture, language, sexual orientation, disability, age, domestic responsibilities or any other area of potential difference. It involves ensuring that all employees are treated with fairness and respect and have equal access to opportunities available at work.

Austock recognises the value of attracting and retaining employees with different backgrounds, experiences and perspectives. Promoting and achieving diversity within the organisation contributes to our business success and benefits employees, clients, shareholders and stakeholders.

3. Gender diversity

Austock acknowledges that women are significantly under-represented at all levels of the organisation. The Board is committed to redressing this gender imbalance and has determined that increasing the representation of women at all levels of the organisation, in particular at senior management and Board levels, will be a strategic priority.

The Board of Directors will establish measurable objectives for achieving gender diversity. The Board will assess annually both the measurable objectives for achieving gender diversity and the progress in achieving them.

4. Diversity program

The Company will implement programs and initiatives to assist with improving diversity within the organisation, in particular gender diversity.

5. Responsibility, monitoring and reporting

The CEO and Human Resources Manager will regularly monitor and assess and report to the Board annually on the effectiveness of diversity related programs and initiatives and on the achievement against gender diversity objectives.

The Company will disclose in its annual report the measurable objectives for achieving gender diversity set by the Board and the progress towards achieving them. It will also disclose in its annual report the proportion of women employed in the whole organisation, women in senior executive positions and women on the Board.

6. Review of policy

The Board of Directors of Austock will review this policy annually.