

GENERATION DEVELOPMENT GROUP LIMITED

(“GDG” or the “Company”)

DIVERSITY AND INCLUSION POLICY

1. Overview

This document outlines GDG’s policy on diversity and inclusion which applies to all directors, employees and contractors of the Company and its subsidiaries and is compliant with following Acts that GDG is governed by:

- Australian Human Rights Commission Act 1986;
- Age Discrimination Act 2004;
- Disability Discrimination Act 1992;
- Racial Discrimination Act 1975;
- Sex Discrimination Act 1984;
- Equal Opportunity Act 2010 (VIC);
- Racial and Religious Tolerance Act 2001 (VIC);
- Fair Work Act 2009.

2. Our commitment

GDG is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion. We are dedicated to providing an environment in which everyone feels secure, appreciated, and respected. We also believe that building a diverse, equitable, and inclusive work environment is vital to our success as it allows for the expression of varied viewpoints.

We embrace and encourage our employee’s differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique and diverse.

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

3. Gender Equality

GDG is dedicated to promoting gender equality in the workplace to ensure that all employees, regardless of gender, have equal opportunities, rights, and respect. Gender equity is the process of treating women and men equally and recognises that women and men within all communities, have access to different benefits, resources, and responsibilities. Gender equity also leads to gender equality, in which men and women have equal rights, responsibilities, and opportunities.

GDG acknowledges that women are under-represented at both senior management level and the Board 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 and will assess annually both the measurable objectives for achieving gender diversity and the progress in achieving them.

4. Diversity program

GDG's diversity initiatives include, but are not limited to; our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; redundancies; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all employees;
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives;
- Work/life balance through flexible work schedules to accommodate employee's varying needs;
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity.

Furthermore, every GDG employee is expected to treat others with dignity and respect at all time. All employees are expected to act in a way that demonstrates inclusiveness at work, at work functions or on company premises and at all other company-sponsored and participative events.

Employees who are determined to have engaged in any inappropriate conduct or behaviour towards others may face disciplinary action.

Employees who believe they have been discriminated against in violation of the company's diversity policy and initiatives should seek assistance from GDG's People & Culture.

5. Responsibility, monitoring, and reporting

The CEO and Head of People and Culture 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 GDG will review this policy annually. The policy was last reviewed on 9 June 2022.