
DIVERSITY POLICY

1. Introduction

Ecofibre Limited (**Ecofibre, Company, We, Our**)¹ relies on our people's unique perspectives, ideas, capabilities and experiences to deliver for our customers, our shareholders and other stakeholders.

We believe that diversity and inclusion are crucial to strong business performance, and we are committed to a culture where all employees are respected, valued and able to freely share their perspectives, experiences and ideas.

Our commitment to diversity is a commitment to treat people equally and with respect. Diversity includes, but is not limited to, a broad array of differences in people across the attributes of gender, age, marital or family status, ethnicity, religious beliefs, disability, sexual orientation, socio-economic status, education and cultural background.

The benefits of diversity include access to a broad pool of high quality employees and benefiting from all available talent. Diversity drives the Company's ability to attract, retain, motivate and develop the best talent and build an engaged workforce.

The Board has approved this Policy to promote a culture that embraces diversity. The Board recognises that a diverse workplace requires the absence of discrimination, harassment, vilification and victimisation, and is resolved that such behaviour will not be tolerated.

This Policy applies to anyone who is employed by or works at the Company, including employees, contractors, consultants, temporary employees and secondees.

2. Purpose

The Policy provides a framework for the Company to achieve:

- (a) a diverse and skilled workforce that supports continuous improvement and achievement of corporate goals;
- (b) a workplace culture characterised by inclusive practices and behaviours;
- (c) equal employment and career development opportunities for all staff, regardless of gender, marital or family status, age, ethnicity, religious beliefs, disability, sexual orientation, socio-economic status, education and cultural background; and
- (d) a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives,

(together, the '**objectives**')

Recruitment, selection and learning and development activities are key strategies for promoting diversity, and equal employment and career development opportunities will be provided for all staff.

¹ In this policy any reference to Ecofibre Limited also includes any of its controlled subsidiaries

3. Responsibilities

The Board is responsible for setting any measurable objectives and strategies to meet the Objectives of the Policy (**Measurable Objectives**). From time to time the Board will consider the establishment, amendment or removal of Measurable Objectives and identify and implement appropriate programs.

Given the current size of the Company's operations and number of employees, the Board has determined at this stage not to formally adopt Measurable Objectives. The Company will re-assess this as its operations grow.

At every level, employees have accountability for promotion of all aspects of diversity. Managers have a responsibility to set and role-model standards of behaviour that create a positive and inclusive workplace culture. All employees are responsible for contributing to a culture where individual differences are understood, respected and valued.

4. Monitoring and Reporting

If the Board sets Measurable Objectives then:

- (a) Performance against the Measurable Objectives will be reviewed annually by the Board; and
- (b) A summary of the Company's progress towards achieving the measurable objectives set under this Policy; and details of the Measurable Objectives set under this Policy for the subsequent financial year, will be set out in the Annual Report and / or Corporate Governance Statement each year.

5. Breaches

Any breach of this Policy will be dealt with seriously and may result in disciplinary action.

6. Interaction with other legislation

This policy must be read in conjunction with, and is subject to, the laws and regulations in the respective local jurisdictions in which Ecofibre operates.

7. Review of this policy

The Board will review this Policy periodically to ensure that it remains effective.

This policy was approved and adopted by the Board effective 1 June 2019.