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# OPENN NEGOTIATION LIMITED (ACN 612 329 754)

## Diversity Policy

Adopted: 10 May 2021

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### 1. Introduction

The Board of Directors (**Board**) of Openn Negotiation Limited (**Company**) considers that the promotion of diversity in Board positions, in executive and senior management and within the Company generally:

- broadens the pool for recruitment of high-quality directors, officers and employees;
- supports the retention of personnel;
- through the inclusion of different perspectives, may lead to better insights, decision making and outcomes for the Company; and
- is a socially and economically responsible governance practice.

Diversity means all the things that make individuals different to one another, including gender, ethnicity, religion, culture, language, sexual orientation, disability and age.

### 2. Purpose and Objectives

This document sets out the beliefs, objectives and strategies of the Company with respect to diversity within the Company.

The objectives of the Company and this document are to ensure that the Company:

- leverages unique skills, values, backgrounds and experiences of the Company's personnel to better enable the Company to pursue its overall business objectives; and
- develops an inclusive work environment so that personnel can demonstrate their full potential, regardless of their background, gender, age, work status, marital status, religious identity or cultural identity.

### 3. Key Principles

The Company is committed to:

- ensuring equality of opportunity throughout the organisation;
- recruiting and retaining the best candidates for positions within the Company; and
- ensuring individuals are treated with respect.

The Company will not tolerate discrimination, harassment, vilification or victimisation in the workplace.

## 4. Selection and Appointment of Officers and Employees

The Company is dedicated to promoting a corporate culture that embraces diversity. The Company believes that diversity begins with the recruitment and selection practices of its Board, management and employees.

The Company employs and engages new personnel and promotes personnel on the bases of performance, ability and attitude.

## 5. Implementation

To assist in pursuing the objectives and following principles set out in this document, the Board will:

- review its diversity strategies from time to time, including annual diversity plans;
- consider best practice and contemporary topics in diversity;
- use its reasonable endeavours to implement initiatives supportive of the objectives of this document, which may include:
  - setting measurable targets/objectives;
  - conducting staff education programs;
  - human resource initiatives, policies and processes;
  - internal communications and culture campaigns; and/or
  - regular evaluation and review;
- oversee the implementation of the diversity strategy across the Company;
- discuss with management any emerging diversity-related organisational issues;
- consider reports provided by management as to the progress of the implementation of the diversity strategy, including against key measurable targets/objectives; and
- alert management to issues that would enhance the implementation of the diversity strategy.

Having regard to the size of the Company's operations and number of its staff at the date this document is adopted, the Board has determined not to formally adopt measurable targets/objectives at this stage. However, it will reassess this position as its operations grow and evolve.

## 6. Corporate Group

In this document, a reference to the Company includes any 'related body corporate' (as defined in the *Corporations Act 2001* (Cth)) of the Company, as the context requires.

## 7. Review and publication of this Policy

The Board will review the policy set out in this document on an annual basis, and may amend the policy, to ensure that it is appropriate for the Company's business and operations and is up to date with applicable laws and regulations.

The Company will publish this document on the Company's website at <https://hello.openn.com.au/investors>.