



People*i*N

Diversity & Inclusion Statement

People Infrastructure Ltd
ACN 615 173 076
Adopted on 1 April 2021

Introduction

People Infrastructure Ltd ACN 615 173 076 and its wholly owned entities (The Group) is committed to workplace diversity and inclusion at all levels of the Group regardless of gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, cultural background, socio-economic background, perspective and experience. This policy reflects the Group's Values.

The Group 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.

In order to have an inclusive workplace, the Group does not tolerate discrimination, harassment, bullying, vilification and victimisation.

Diversity includes, but is not limited to, matters of ethnicity, gender, age, class, physical abilities/qualities, race, sexual orientation, as well as religious status, gender expression, educational background, geographical location, income, marital status, parental status, and work experiences.

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

Objectives

The Diversity and Inclusion Statement provides a framework for the Group to achieve:

- a) a diverse and skilled workforce, leading to continuous improvement in service delivery and achievement of corporate goals;
- b) a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;
- c) improved employment and career development opportunities for all employees;
- d) a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives through improved awareness of the benefits of workforce diversity and successful management of diversity; and
- e) awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity and Inclusion.

(collectively, the Objectives).

Commitments:

The Group is committed to workplace diversity and Inclusion and is responsible for developing strategies to achieve the objectives of the Diversity and Inclusion Statement and monitoring progress through the monitoring, evaluation and reporting mechanisms listed below.

The Group will conduct all appointment processes in a manner that promotes diversity and Inclusion, including establishing a structured approach for identifying a pool of candidates, using external experts where necessary.

The Group's diversity and inclusion strategies include:

- a) recruiting from a diverse pool of candidates for all positions, including senior management and the Board;
- b) reviewing succession plans to ensure an appropriate focus on diversity and inclusion;
- c) identifying specific factors to take account of in recruitment and selection processes to encourage diversity and inclusion;

- d) developing programs to develop a broader pool of skilled and experienced senior management and Board candidates, including workplace development programs, mentoring programs and targeted employee training and development;
- e) provide opportunities for employees on extended parental leave to maintain their connection to the entity;
- f) developing a culture which takes account of domestic responsibilities of employees; and
- g) any other strategies the Group develops from time to time.

Corporate Culture

The Group aims to actively promote a corporate culture that supports Diversity and Inclusion in the workplace and, in the composition of its Board.

A corporate culture that embraces Diversity and Inclusion encourages and facilitates opportunities for the employment of people from different backgrounds, provides skills and career development initiatives, increases workforce participation and creates an inclusive environment where employees feel they are valued. In building a corporate culture where Diversity and Inclusion is encouraged, the Group also recognises that employees at all levels have responsibilities outside of the workplace.

By focusing on Diversity and Inclusion, the Group aims to promote an environment that is conducive to the appointment of suitably qualified candidates so that there is appropriate Diversity to maximise the corporate goals of the Group.

Implementing Diversity & Inclusion Commitments

The Board will ensure that appropriate procedures are introduced. The Nomination and Remuneration committee assists the board in the oversight of the commitments and delegates responsibility to the Management team to ensure that the Group's Diversity and Inclusion commitments are implemented appropriately.

Monitoring, Evaluation and Reporting

The Nomination and Remuneration Committee will monitor the scope and currency of its plan annually.

The Management team is responsible for implementing, monitoring and reporting on an annual basis on the success of its Diversity and Inclusion objectives which will include:

- i. the proportion of diverse employees in the whole organisation, at senior management level and at Board level; and
- ii. if the Group is a 'relevant employer' under the Workplace Gender Equality Act, the Group's most recent 'Gender Equality Indicators', as defined in and published under that Act.

Authority

This Statement was adopted by the Board on 1 April 2021.