

## 9 Spokes International Limited

### Diversity Policy

Last Reviewed: July 2018

## 1. INTRODUCTION

- 1.1 9 Spokes International Limited (the **Company**) recognises that actively promoting diversity within an organisation is both a reflection of good management and good corporate governance, and ensures the organisation is staffed and managed by a team selected on merit from the widest possible pool of talent. Diverse perspectives also likely reflect and provide alignment with the diverse backgrounds of the company's users, channel partners and App partners.
- 1.2 The Company's employees have diverse skills, backgrounds, perspectives and experiences.
- 1.3 The Company does not discriminate on any grounds and determines appointments based on merit only, as reflected in the Code of Conduct.
- 1.4 The Charter of the Remuneration & Nomination Committee currently includes responsibilities for that committee to take diversity into account in Board recruitment and succession plans.
- 1.5 This Diversity Policy states the Company's policy regarding diversity in relation to recruitment, selection and promotion of employees.

## 2. POLICY STATEMENT

- 2.1 The Company is committed to supporting diversity at all levels, and recognises that commitment to diversity promotes a positive workplace culture, in turn adding value to the Company.
- 2.2 The Company recognises that diversity includes gender, age, disability, ethnicity, marital or family status, religious or cultural background, geographical origin, sexual orientation and gender identity.

## 3. OBJECTIVES

- 3.1 The Company's goal is to optimise the composition of its workforce by ensuring the positive management of diversity is entrenched in its culture and reflected in its recruitment, selection and promotion procedures.
- 3.2 Recommendation 1.5 of the *Corporate Governance Principles and Recommendations* (3<sup>rd</sup> edition), published by the ASX Corporate Governance Council, recommends that a listed entity have and disclose a diversity policy which includes requirements for the board or a relevant committee to set measurable objectives for achieving gender diversity and to assess annually both the objectives and progress in achieving them.
- 3.3 Since the Company has a relatively small workforce, the Company considers the measurable objectives stated in the Annexure to be appropriate and achievable at this time.
- 3.4 As the Company develops and expands and acquires a larger workforce, the Company intends to review and adjust accordingly its measurable objectives set for achieving diversity targets.

## 4. RESPONSIBILITY

- 4.1 The Board is responsible for setting measurable objectives for achieving gender diversity.
- 4.2 The Chief Executive Officer will be responsible for reporting to the Board on progress towards achieving the measurable objectives for achieving diversity set out in this Diversity Policy.
- 4.3 This Diversity Policy and the Company's progress towards achieving the measurable objectives will be reviewed annually by the **Remuneration & Nomination Committee**. Any amendments to this Diversity Policy must be approved by the Board.

**5. DISCLOSURE**

- 5.1 The Company will make the disclosures set out in Recommendation 1.5 of the *Corporate Governance Principles and Recommendations* (3<sup>rd</sup> edition).

### **Annexure - Measurable Objectives Set for Achieving Gender Diversity Targets**

1. By 31 July 2018, have reviewed all roles within the Company using quantitative data to identify whether any unconscious bias is apparent in recruitment and/or salary and benefits.
2. Review and amend as necessary by 30 September 2018 all recruitment policies, procedures and methodologies of the Company to ensure the incidence of unconscious bias in recruitment is reduced and or removed and that that they reflect the goal stated in this Diversity Policy.
3. By 31 December 2018 broaden the diversity training program for the Board and all employees, particularly in regard to the selection and promotion decisions, including to promote awareness and understanding of conscious and unconscious biases that might discriminate against certain candidates.