

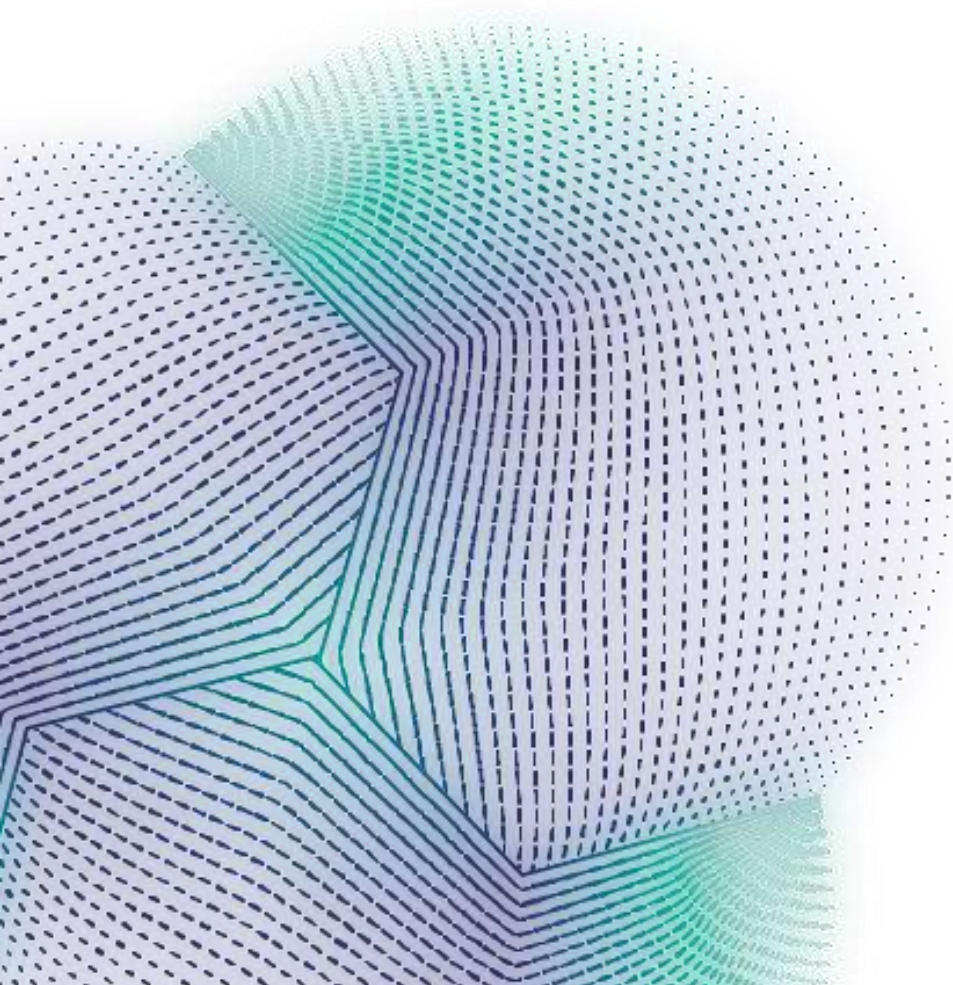


tesseract
Cyber Solutions by Thales

People & Culture

Equity & Diversity Policy

October 2021



Scope & Aim

This policy applies to all staff including contractors and Board members within Tesseract Limited and its subsidiaries (“the Company”), including its subsidiaries as well as clients and suppliers. The policy applies to all stages of employment including recruitment and selection, promotion and training.

The Company recognises and values people’s differences and will assist them to use their talents to reach their full potential.

The Company will do all it can to ensure it recruits, trains and promotes people based on qualifications, experience and abilities for all roles within the organisation.

This policy is designed to ensure that the Company complies with its obligations under equality legislation and demonstrates our commitment to treating people equally and fairly.

The Company is unreservedly opposed to any form of discrimination on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation, family circumstances, political preference, or any other classification protected by applicable law (defined as Protected Characteristics).

POLICY

As an organisation, we value the variety of different views, outlooks and approaches that a diverse workforce brings. This assists us to provide improved services and increase our understanding of our clients. Our diversity is shaped by a variety of characteristics including age, ethnicity, gender, disability, language, religious beliefs, life stages, education, carer responsibilities, sexual orientation, personality and marital status.

A key aspect of workplace diversity is the contribution that we all make to a workplace that is free from discrimination and harassment. We will do all we can to ensure no one will receive less favourable treatment or is to be disadvantaged by requirements or conditions, which cannot be shown to be justifiable.

Objectives

The Company aims to ensure that:

- its culture at all levels supports all aspects of diversity, while maintaining commitment to a high performance culture;
- recruitment, selection and promotion practices are appropriately structured to attract and consider a diverse range of candidates and avoid any conscious or unconscious bias;
- its programs and processes are designed to develop a more diverse pool of employees;
- its programs and processes support domestic responsibilities;
- equality is at the forefront of conscious behaviours and action is taken against discriminatory behaviours; and
- objectives are set on an annual basis to improve diversity and measure such improvement.

Responsibilities

Employees of the Company have a duty to act in accordance with this policy and to draw attention to any suspected discriminatory acts or practices. The Company commits to prompt and thorough investigation and the taking of appropriate action in accordance with the Grievance and Complaints procedure.

Responsibility for promoting awareness of this policy and monitoring that it is being followed rests with the Company’s Executive and the heads of each business.

Legislation

Under the Racial Discrimination Act 1975 (Cth), Sex Discrimination Act 1984 (Cth), the Human Rights and Equal Opportunity Commission Act 1984 (Cth), Occupational Health and Safety (Commonwealth Employment) Act 1991 (Cth), Disability Discrimination Act 1992 (Cth), Workplace Relations Act 1996 (Cth), Human Rights Act 1993 (NZ) and Employment Relations Act 2000 (NZ), it is unlawful to discriminate against employees or prospective employees based on:

- Sex (including pregnancy and childbirth);
- Marital status;
- Religious beliefs;
- Ethical beliefs (which includes lack of a religious belief);
- Colour;
- Race;
- Ethnic or national origins (which includes nationality or citizenship);
- Disability status;
- Age;
- Political opinion (or lack thereof);
- Employment status;
- Family status; and
- Sexual orientation.

Recruitment

We believe that our employees from many different cultural, linguistic and national backgrounds provide us with valuable knowledge for understanding complex international markets. In our staffing efforts, especially for senior leaders, our goal is that the candidates will be reflective of the company position on diversity.

Breaches of the Equity and Diversity Policy by Employees

Breaches of this policy by employees may be dealt with under the disciplinary procedures outlined in the Grievances and Complaints Policy.

Employees are also personally liable under equality legislation for any act of unlawful discrimination.

Equity and Diversity in Practice

In carrying out the policy, the organisation will carry out the following actions:

- Particular attention will be placed on the following:
 - Use of selection criteria that does not unlawfully discriminate in recruitment and promotion procedures
 - Requiring entry to employment or progression within it to be based on merit
 - Not discriminating in opportunities for recruitment, training, promotion or transfer of employees
 - Ensuring that every individual is assessed objectively according to his or her personal capability to carry out a given job/role
 - Ensure that all employees are given equal treatment with regard to terms and conditions of employment, provided they do the same or broadly similar work, or work of equal value
 - Ensure equal opportunities and non-discrimination in the operation of grievance and disciplinary procedures
- Managers and supervisors must follow all directives and procedures and actively participate in training and ongoing workplace diversity programs.
- Ensure that all relevant requirements of the Fair Work Act 2009 (Cth), Fair Work Amendment Act 2012 (Cth), Employment Relations Act 2000 (NZ) and Health and Safety at Work Act 2015 (NZ) particularly in relation to bullying behaviour are met and adhered to. This includes making reasonable adjustments to ensure access to employment and other work-related opportunities.
- Ensure that amendments to any legislation relating to discrimination are met and adhered to.

- Implementation of the policy

All staff will be involved in creating an equitable environment and one that values diversity.

Communication

Communication of the policy to job applicants and employees through:

- Ensuring all new starters have the opportunity to discuss the policy with business their manager/colleagues
- Making use of team meetings to discuss the policy and defining areas where practice could be improved
- Offering non-discrimination selection training for managers who are recruiting
- Offering Equity and Diversity training and guidance to staff
- Mandatory training on bullying and harassment
- Including reference to abiding by the policy in staff terms and condition agreements
- Incorporating specific responsibilities into job/role descriptions

Amendments to this policy

This Policy may be reviewed and amended from time to time at Tesseract's discretion. The most recent version of this Policy will be available on the Group's Intranet.

Feedback on this Policy is welcome. Please direct any feedback to the People & Culture team.

Last updated: 15th October 2021.