

# Diversity Policy

## Purpose & Scope

Axxela is committed to promoting equality and diversity at all levels within the organisation by enabling a more inclusive work environment which is conducive to mutual respect and equality so that we can:

- ✓ achieve our corporate objectives;
- ✓ maximise shareholder value; and
- ✓ ensure the long-term sustainability of the organisation.

The Policy applies to all Axxela staff, including interns and contract staff.

## Diversity Initiatives

Diversity initiatives shall be developed in response to the current gaps in diversity within Axxela and seek to ensure progressive improvement in diversity and equality within Axxela.

To help achieve this improvement in diversity and equality, diversity initiatives shall be developed and implemented in various areas including:

- ✓ recruitment and selection;
- ✓ career development, training, appraisal and promotion;
- ✓ compensation, reward and recognition;
- ✓ communication;
- ✓ culture, policies and working practices.

Axxela shall establish a diversity committee which shall be responsible for coming up with specific diversity initiatives.

For the avoidance of doubt, the Policy does not require that Axxela:

- ✓ implements a quota system; or
- ✓ gives priority to lesser qualified candidates over better qualified persons

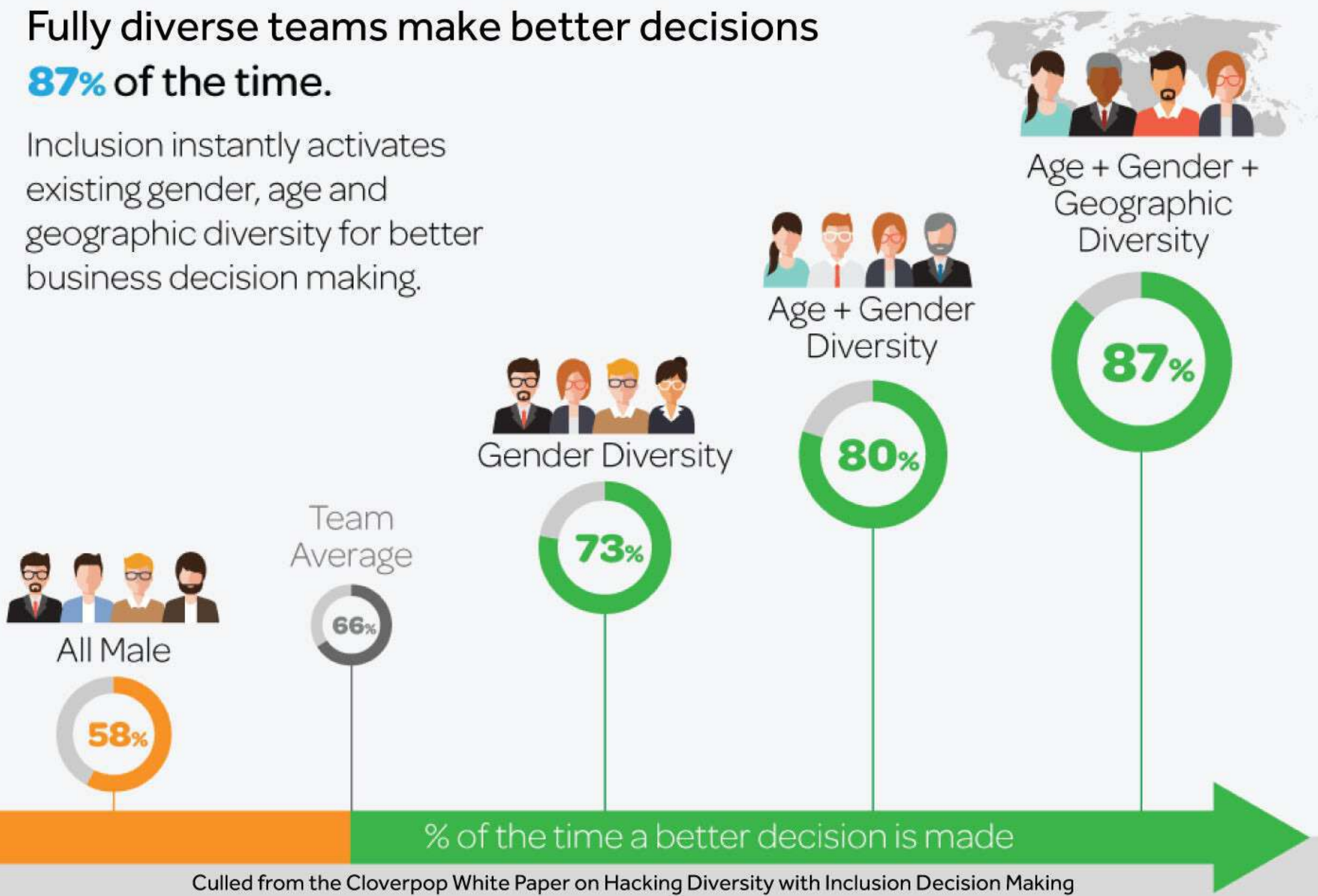
## Teams make better decisions than individuals **66%** of the time.



Teams bring a broader perspective, identify new choices, reduce bias and improve accountability.

## Fully diverse teams make better decisions **87%** of the time.

Inclusion instantly activates existing gender, age and geographic diversity for better business decision making.



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Axxela will monitor its progress towards achieving its diversity objectives by observing:

- ✓ ethnic, gender, age and disability profiles of our employees including Managers and members of the Executive Team to enable us understand the composition of our workforce and identify any areas of inequality; and
- ✓ applicants for jobs, training and development, grievances, warnings, disciplinary hearings, dismissals and other reasons for leaving across gender, cultural/ethnic lines and any other areas of inequality.