

## DIVERSITY AND INCLUSION POLICY

Korvest Ltd is dedicated to encouraging a supportive and inclusive culture amongst the whole workforce. It is within our best interest to promote diversity and eliminate discrimination in the workplace.

Diversity and Inclusion at Korvest Ltd encompass differences in gender as well as individual gender identity, marriage and civil partnership, pregnancy and maternity, age, disability, gender reassignment, race, ethnic origin, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

A diverse workplace enables employees to enhance their contribution to Korvest by drawing from their different backgrounds, beliefs and experiences. We are proud to be a supportive multicultural company that has a strong culture around diversity.

### Diversity

Improving diversity will continue to be an integral part of Korvest's commitment to upholding the principles of Equal Opportunity which are set out in Korvest's Equity Policy.

Korvest will promote a culture that supports diversity through:

- recruitment practices that reinforce the importance of equity in the workplace by ensuring that the recruitment process is free from discrimination and embraces diversity when determining the composition of the board, senior management and all employees;
- programs that support the enhancement of skills and capabilities of all employees through providing opportunities for personal development;

### Indigenous Employment

Korvest Ltd believes a truly diverse workforce, representative of the broader Australian community including Indigenous and Torres Strait Islander Australians, will produce positive outcomes for our business activities.

The company will use all reasonable endeavours to provide employment opportunities and career paths to improve long term employment outcomes and enhance successful and equitable futures for Indigenous Australians.

Korvest will promote a culture that supports diversity through:

- Expand the range of Indigenous employment opportunities
- Invest in developing the capability of Indigenous employees

### Objectives and Monitoring

The Board is responsible for setting specific diversity objectives (including gender) and a range of metrics designed to measure the achievement of those objectives.

The Board is responsible for assessing, on an annual basis, the achievement against Korvest's diversity objectives. The results are set out annually in Korvest's statutory reporting.

A handwritten signature in black ink, appearing to read 'C Hartwig'.

**CHRIS HARTWIG**  
Managing Director - Korvest LTD