

Diversity Policy

CVC Limited ACN 002 700 361 (Company)

1 INTRODUCTION

1.1 Commitment to diversity

The Company endeavours to create a diverse work environment in which everyone is treated fairly and with respect and where everyone feels responsible for the reputation and performance of the Company.

The Company is committed to acknowledging the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations on diversity.

This document reflects the commitment of the Company and its subsidiaries (together, **Group**) to workplace diversity at all levels of its business.

Unless otherwise specified, capitalised terms not defined in this document have the same meaning given under the *Corporations Act 2001* (Cth).

1.2 Purpose

The purpose of this policy is to outline the Company's commitment to fostering a corporate culture that embraces diversity and, in particular, focuses on the composition of its board of directors (**Board**) and senior management. The policy also provides a process for the Board to decide measurable objectives and procedures which the Company will implement and report against to achieve its diversity goals.

2 DIVERSITY

2.1 What is diversity?

Diversity includes, but is not limited to, diversity of gender and gender identity, age, abilities, ethnicity, cultural background, marital/family status, sexual orientation and/or religious beliefs.

2.2 Benefits of diversity

The Company believes that promoting a diverse workforce:

- (a) enables the Group to achieve improved outcomes by benefiting from the differing perspectives and expertise that people from diverse backgrounds bring to their roles;
- (b) better represents the diversity of the Group's stakeholders;
- (c) attracts, retains and motivates employees from the widest possible pool of available talent; and
- (d) is consistent with the Company's broader corporate governance framework, including the Company's Code of Conduct Policy.

3 PROMOTING DIVERSITY

The Company promotes a diverse workforce by aiming to:

- (a) ensure that all employees and applicants for employment are fairly considered according to their skills, qualifications, abilities and aptitudes without regard to factors that are irrelevant to the person's skill or ability to fulfil the inherent job requirements;
- (b) create an inclusive and flexible workplace culture, which recognises the domestic responsibilities of its workforce;

- (c) maintain a safe work environment by taking action against inappropriate workplace and business behaviour – discrimination, harassment, bullying, victimisation and vilification will not be tolerated;
- (d) identify and implement appropriate programs to assist with the development and advancement of a broader and more diverse pool of skilled and experienced employees; and
- (e) set diversity-related goals and performance objectives for senior executives and disclose the respective proportions of men and women on the Board, in senior executive positions and across the whole organisation (including how the entity has defined “senior executive” for these purposes) for the entity’s Gender Equality Indicators, as defined in the *Workplace Gender Equality Act 2012* (Cth).

4 ROLES AND RESPONSIBILITIES

Every employee of the Group is responsible for supporting the Group’s commitment to workplace diversity.

The Board has an overarching role to:

- (a) monitor the effectiveness of this policy from time to time;
- (b) adopt, assess and review the measurable objectives for achieving diversity from time to time; and
- (c) review those objectives and the Group’s progress in achieving them.

5 BOARD SELECTION PROCESS

The Company is committed to achieving greater transparency of the Board candidate selection and nomination process and may include in its annual report information about the mix of skills and diversity which the Board is looking to achieve in membership of the Board.

6 REVIEW OF THIS POLICY

The Board is responsible for reviewing this document from time to time. This document may be amended by resolution of the Board.

7 POLICY STATUS

Adopted on:	26 August 2019
Amended on:	24 February 2023
Amended on:	24 February 2026