

Pacific Current Group Limited

ACN 006 708 792

Diversity Policy

1. Purpose

The Diversity Policy (**Policy**) details Pacific Current Group Limited's (**Company**) commitment, approach and objectives in relation to Diversity and Inclusion.

2. Our Commitment - Measures designed to promote Diversity

The Board, senior management and all employees of the Company are committed to workplace diversity and inclusion at all levels of the organisation, by recognising the value of individual differences and managing them in the workplace. Diversity in this context covers employees of all genders, age, physical ability, ethnicity, marital or family status, religious beliefs or cultural background, socio-economic background, gender identity and sexual orientation, perspective and experience. The Board acknowledges the corporate benefits of diversity in the market and the importance of being able to attract, retain and motivate employees from the widest possible pool of talent.

Our commitment to promote diversity and inclusion within the Company includes the following actions:

- this Policy;
- a *Code of Conduct* (including our Statement of Values) under which all employees are expected to observe the highest standards of ethical behaviours and integrity in their conduct;
- a separate *Equal Employment Opportunity and Harassment Policy* and a *Workplace Behaviour Policy*;
- our commitment to diversity and inclusion is a key tenant in the recruitment of senior management and staff;
- an *Internal Grievance Resolution Procedure* which is designed to establish a consistent approach in dealing with conflicts in the workplace, internal complaints about the work environment, as well as issues of misconduct or poor performance;
- a workplace safety program;
- an internal training program that covers diversity related issues; and
- publication of our diversity policy on our website www.paccurrent.com.

To ensure that the Company maintains a properly functioning diverse and inclusive workplace, discrimination, harassment, vilification and victimisation, cannot and will not be tolerated.

However, with a workforce of approximately 20 staff worldwide, it is not practical for the Company to:

- set and disclose measurable objectives for achieving gender diversity in the workplace and the Directors on the Board;
- disclose progress towards achieving those objectives, including the respective proportions of men and woman across the whole workforce;
- benchmark the Company's position on diversity; and
- undertake gender pay audits,

as recommended in the ASX's Corporate Governance Principles and Recommendation 4th Edition.

The Board has established processes and procedures to ensure that recruitment and selection practices at all levels (from the Board downwards) are appropriately structured so that a diverse range of candidates are considered and that there are no conscious or unconscious biases that might discriminate against certain candidates.

The Board also recognises that employees of all genders and at all levels may have domestic responsibilities. The Company has adopted flexible work practices that will assist them to meet those responsibilities and opportunities are provided for employees on extended parental leave to maintain their connection with the Company.

3. Who is responsible for Administering this Diversity Policy?

Responsibility for administering the Company's Diversity Policy has been delegated to the Chief Financial Officer.

It is the responsibility of the Managing Director & Chief Executive Officer to:

- assist the Board and senior management with diversity issues;
- review and upgrade the Diversity Policy, as required, which is suitable to an organisation of the Company's size, nature and complexity;
- oversee the implementation and execution of this Diversity Policy;
- promote a culture of diversity;
- review existing policies and procedures with regard to diversity objectives; and
- report to the Board and management on diversity issues.

4. Review & Continuous Improvement

This policy is reviewed periodically by the Policy owner (MD & CEO and CIO). Non-material changes to the Policy may be approved by the Policy owner and are noted by the Pacific Current Board. Material changes to the Policy must be submitted to the Board for approval following support from the Remuneration, Nomination and Governance Committee. The Policy must be submitted to the Board for approval at least every second year regardless of the materiality of the changes.

5. Approved and Adopted

This policy was approved and adopted by the Board on 21 July 2021.

6. Document Version Control

#Version	Date	Supported	Approved	Key changes
1	30 August 2019	-	Board	-
2	12 October 2020	RNGC	Board	Amendments for consistency with revised ASX guidance, minor formatting and editing changes.
3	21 July 2021	RNGC	Board	Minor changes for consistency with other policies, inclusion of policy review process and other minor editing and formatting changes.