

DIVERSITY AND INCLUSION POLICY



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INTRODUCTION

Silex Systems Limited (Silex) is committed to workplace diversity and inclusion and recognises the benefits of employee and board diversity arising from the recruitment, development and retention of a talented, diverse and motivated workforce.

Diversity within Silex means all things that make individuals different to one another including but not limited to, age, gender, ethnicity, religion, culture, language, disability, sexual orientation and identity, marital status and family responsibilities. It involves a commitment to equality and treating one another with respect and a zero-tolerance policy with respect to discrimination, harassment, vilification and victimisation.

APPLICATION

The policy acts as a framework in building our diverse and inclusive workforce.

The Diversity and Inclusion Policy does not impose on Silex, its directors, officers, agents or employees any obligation to engage in, or justification for engaging in, any conduct which is illegal or contrary to any anti-discrimination or equal employment opportunity legislation or laws in any State or Territory of Australia or of any overseas jurisdiction.

OBJECTIVES

The Diversity and Inclusion Policy provides a framework to achieve:

- A diverse and skilled workforce, leading to continuous improvement in Company performance and achievement of corporate goals;
- The attraction, retention and motivation of employees from the widest possible talent pool;
- A workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;
- An environment that encourages the development of necessary skills and experience for leadership roles;
- Improved employment and career development opportunities for women;
- Awareness amongst all staff of their rights and responsibilities with regard to fairness, equity and respect for all aspects of diversity; and
- Workplaces that are free from all forms of discrimination and harassment.

STRATEGY

Silex aims to achieve these objectives by:

- The Board establishing, and reviewing on an annual basis, measurable objectives in support of diversity that will be transparent, achievable over a period of time and fit for purpose;
- Recruiting and managing a diverse and skilled workforce on the basis of an individual's competence and performance, recognising the importance of having the right person for the right role;
- Making recruitment and selection practices, remuneration and promotion decisions that are fair and free from bias;
- Promoting a work environment and culture that values and utilises the contributions of employees and respects the unique attributes that each individual brings to the workplace;
- Offering training and professional development opportunities to a diverse pool of skilled and experienced employees to create a pipeline of talent for succession planning within the Company;
- Fostering an inclusive and supportive culture to enable people to develop their full potential;
- Offering flexible work practices to all employees, as appropriate;
- Promoting diversity through actions and interactions; and
- Taking action to prevent and stop discrimination, bullying and harassment.

SUPPORTING POLICIES

The Diversity and Inclusion Policy is supported by the Company's policies, including but not limited to:

Code of Conduct: Code of Conduct for Silex

Employee Privacy Policy: Information on protection of personal information

Equal Employment Opportunities and Prevention of Discrimination and Harassment Policy: Details definitions of harassment, bullying, discrimination, equal opportunity and how to report an incident

Flexibility in the Workplace Policy: Types of flexible working arrangements available and the roles and responsibilities of each person involved in the application and approval process

Leave Policy: Leave arrangements for all employee leave including parental leave

Recruitment Policy: Information on recruitment process and methodologies adopted

Working from Home Policy: Procedures and conditions for working from home

RESPONSIBILITIES AND REVIEW

The Board and CEO/Managing Director of Silex are accountable for ensuring this policy is implemented. The Board of Directors will review Silex's diversity and inclusion practices at least annually and will monitor progress toward the achievement of measurable objectives. This policy will be reviewed regularly to check that it is operating effectively and will be updated as required.

In accordance with this policy and ASX Corporate Governance Principles (*4th Edition*), the Board has established objectives in relation to gender diversity. Responsibility for diversity has been included in the Board Charter and the People & Remuneration Committee Charter (diversity at all levels of the Company).