



Diversity and Inclusion Policy

Approved by the Board
1 April 2025

SILEX SYSTEMS LIMITED
ACN 003 372 067

Diversity and Inclusion Policy



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1 Introduction

Silex Systems Limited (**Silex**, or the **Company**) 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.

2 Application

This Diversity and Inclusion Policy (**Policy**) acts as a framework in building our diverse and inclusive workforce.

The 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.

This Policy does not form part of an employee's contract of employment with Silex nor gives rise to contractual obligations. However, to the extent that the Policy requires an employee to do or refrain from doing something, and at all times subject to legal obligations, this Policy forms a direction of Silex with which an employee is expected to comply.

3 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 all roles;
- An environment that fosters employment and career development opportunities for all staff;
- 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.

4 Diversity and Inclusion Execution Strategy

Silex aims to achieve its diversity and inclusion 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 if identified, stop discrimination, bullying and harassment.

5 Supporting Policies

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

- **Code of Conduct:** Sets out the Code of Conduct for Silex.
- **Employee Privacy Policy:** Provides information on protection of personal information.
- **Equal Employment Opportunity 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:** Sets out the types of flexible working arrangements available and the roles and responsibilities of each person involved in the application and approval process.
- **Leave Policy:** Details leave arrangements for all employee leave including parental leave.

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- **Recruitment Policy:** Provides information on recruitment process and methodologies adopted.
- **Working from Home Policy:** Sets out procedures and conditions for working from home.

6 Overriding Caveat

Nothing in this Policy shall be interpreted so as to endorse any of the following matters:

- The principal criteria for selection and promotion of people to work within the Company being other than their overall relative prospect of adding value to the Company and enhancing the probability of achievement of the Company's objectives;
- Any existing person within the Company in any way feeling threatened or prejudiced by this Policy in their career development or otherwise, merely because their diversity attributes at any time may be more, rather than less, common with others; and
- Any discriminatory behaviour by or within the Company contrary to the law, or any applicable codes of conduct or behaviour for the Company and its personnel.

7 Responsibilities and Review

The Board and CEO/Managing Director of Silex are accountable for ensuring this Policy is implemented.

The Board will review Silex's diversity and inclusion practices at least annually and will monitor progress toward the achievement of measurable objectives. In order to set meaningful objectives, the Board will assess its current diversity levels and identify where gaps exist. Any measurable objectives will then be developed which are tailored towards improving diversity and inclusion in areas where most improvement is needed.

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 and Recommendations, the Board has established objectives in relation to gender diversity. Responsibility for diversity and inclusion has been included in the Board Charter and the Remuneration and Nomination Committee Charter (diversity at all levels of the Company).

Version	Date Issued	Approval
0	15-Jun-2017	Silex Systems Limited Board
1	29-Jun-2020	Silex Systems Limited Board
2	01-Apr-2025	Silex Systems Limited Board