

Pact Group Holdings Ltd
ACN: 145 989 644

Diversity & Inclusion Policy



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Diversity & Inclusion Policy

1 Purpose of this policy

Pact Group Holdings Ltd (**Company**) and its wholly owned subsidiaries (**Pact Group**) recognise that people are its most important asset and are committed to the maintenance and promotion of workplace diversity.

Diversity drives Pact Group's ability to attract, retain and develop the best talent, create an engaged workforce, deliver the highest quality services to its customers and continue to grow the business.

This policy outlines the Company's commitment to workplace diversity and inclusion in Pact Group.

2 Who this policy applies to

This Policy has been approved by the Board of the Company and applies to all Pact Group employees (whether permanent, fixed term, casual or temporary), directors (executive and non-executive), officers, authorized representatives, contractors, consultants and agents (**Workers**).

3 Objectives

Pact Group's vision for diversity incorporates several different factors, including gender, cultural background, disability, age, religious or political beliefs, sexual orientation and educational experience. At a Board, senior executive and senior management level, gender diversity has been identified as a key area of focus for the Company.

Pact Group is committed to:

- a workplace which is free from discrimination, harassment, bullying, victimisation and vilification.
- treating Workers fairly and with respect;
- a workplace culture that is inclusive and embraces individual differences;
- attraction, retention and development of a diverse range of talented, energetic and committed people;
- where there exists a need to increase diversity, in particular roles or parts of the business, encouraging suitable candidates to apply, while still ensuring decisions are based on ability, performance and potential;
- applying a credible, consistent, fair, open and accountable approach to recruitment and selection;
- where appropriate and only case by case, flexible working arrangements may be considered for Workers;
- undertaking tailored initiatives in parts of the business that would benefit from increased diversity; and
- monitoring achievement against the measurable diversity and inclusion objectives set by the Board of the Company.

4. Roles and Responsibilities

4 Roles and Responsibilities

The Board will monitor achievement against the measurable diversity and inclusion objectives for the Pact Group.

People & Culture, with the support of the CEO and senior executives, is responsible for implementing this Policy including:

- the development, implementation and review of diversity and inclusion programs and initiatives to support workplace diversity; and
- reporting to the Nomination and Remuneration Committee on the Company's progress towards achieving the measurable objectives which are set by the Board from time to time.

Performance against these measurable objectives will be reviewed annually by the Nomination and Remuneration Committee.

The Board will report to shareholders each year on:

- the measurable objectives set for that period to achieve gender diversity and other diversity and inclusion targets.
- the Company's progress towards achieving those objectives; and
- the Company's most recent 'Gender Equality Indicators' as defined in and published under the *Workplace Gender Equality Act* in Australia.

On an annual basis, the Nomination and Remuneration Committee will review the proportion of women who are employed by the Company as a whole, in senior executive positions, in senior management positions and who are on the Board.

The Company will disclose to shareholders each year the proportion of women employees in Pact Group as a whole, in senior executive positions, in senior management positions and on the Board of the Company.

5 Review of Policy

The Nomination and Remuneration Committee is responsible for the review and oversight of this Policy, as required.

Version Control Page

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