

# AMA GROUP

## Diversity Policy

### 1. Introduction

Diversity includes, but is not limited to, an individual's race, ethnicity, gender identity, sex, sexual orientation, age, physical abilities, educational background, socio-economic background, and religious, political or other beliefs.

AMA Group Limited and its businesses (AMA Group) recognises the benefits of diverse and inclusive workplaces, including a broader pool of high-quality team members, improving team member retention, accessing different perspectives and ideas and benefiting from all available talent.

All AMA Group team members, senior management and consultants are responsible for contributing to and maintaining a diverse and inclusive workplace culture in support of our Value of "Together We Do It Right". Each person engaged by the Company is expected to act and behave in accordance with our diversity commitments, relevant workplace policies, and legislation applicable to workplace diversity.

### 2. Diversity commitments

Our commitments to diversity and inclusion mean the Board and the Company will:

- Demonstrate diverse and inclusive workplaces where every team member can participate and develop regardless of age, cultural background, disability, ethnicity, sex, gender identity, marital or family status, religious belief, sexual orientation, socio-economic background, perspective and experience;
- Ensure appropriate policies, procedures and measures are in place to enable AMA Group's diversity commitments to be implemented;
- Ensure that diversity is a factor that is taken into account in the selection and appointment of qualified team members, senior management and Board candidates;
- Foster an inclusive environment where team members treat each other with dignity, care and respect; and
- Have no tolerance towards any form of unlawful discrimination or harassment, bullying and victimisation of people in the workplace.

### 3. Strategies

Strategies to help achieve the AMA Group's diversity commitments include but are not limited to:

- Facilitating a values-based culture that embraces diversity and recognises that team members at all levels have responsibilities outside of the workplace;
- Providing meaningful and varied development opportunities to all team members to enhance the retention and promotion of team members;
- Recruiting from a diverse pool of candidates for all positions, including senior management and Board appointments;

- Making fair and merit-based decisions whilst ensuring appropriate focus on diversity, with regards to recruitment, evaluation of performance, access to development opportunities, identification of talent, succession planning, career progression and remuneration;
- Addressing any identified gender pay gaps through an annual remuneration review process to ensure that there are no systemic biases; and
- Ensuring that policies, practices, systems and processes are free from biases, providing a fair and equitable workplace culture for all team members.

#### **4. Accountabilities**

- Team Members and consultants: act and behave in accordance with this policy.
- Senior Management: identify, propose and implement programs and initiatives that foster diversity and inclusion, and support the policy.
- Board: review this policy annually and consider strategies, programs and initiatives that will foster diversity and inclusion in support of this policy and its effectiveness.

#### **5. Annual disclosure to shareholders**

In accordance with the ASX Corporate Governance Council's recommendations, the Board will include in the Annual Report each year:

- Measurable objectives, if any, set by the Board; progress against achieving the objectives;
- The proportion of female team members in the whole organisation, at senior management level and at Board level; and
- Reporting obligations as required, such as the gender equality indicators as defined by the Workplace Gender Equality Act 2012 (Cth).

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