



Asset Vision



Diversity Policy

Asset Vision Co Limited ACN 164 718 361 (Company)

Last reviewed and adopted by the Board on 3 November 2023

Diversity Policy

Asset Vision Co Limited is committed to a culture that embraces and fosters diversity and inclusion in the workplace. Diversity encompasses differences such as gender, race, ethnicity, age, disability, marital or family status, sexual orientation, gender identity and religious or cultural backgrounds.

The Company believes that pro-actively embracing diversity among its workforce helps it provide a workplace with greater employee satisfaction levels, enabling it to attract, retain and motivate quality people within the organisation, to better understand the market in which it operates, and to assist in achieving its corporate objectives.

The Company is an equal opportunity employer, seeking to provide access to equal opportunities at work based on merit while fostering a corporate culture that embraces and values diversity. It aims to provide a workplace that is free from discrimination on the grounds of protected characteristics including race, colour, sex, sexual preference, age, physical or mental disability, marital status, family or carer's responsibilities, pregnancy, religion, political opinion, national extraction or social origin, in addition to any other characteristics protected by state or federal legislation.

To promote diversity in the workplace, and consistent with the ASX Corporate Governance Principles and Recommendations, the Company's Board of directors has resolved to adopt the Diversity Policy set out below. The Company is not a 'relevant employer' under the Workplace Equality Gender Act.

1. Employment philosophy

- 1.1 The Company seeks to hire diligent, motivated employees who are keen to reach their full potential within the workplace and assist the Company reach its corporate objectives.
- 1.2 The Company is committed to providing opportunities to staff to assist in their career development, irrespective of individual background or difference, including the promotion and reward of team members based on assessments of individual performance, capability and potential.
- 1.3 The Company has a strong commitment to gender diversity and the fundamental principle that gender is not a barrier to participation in our workforce, management, senior executive and on the Board of directors. Our leaders are committed to providing opportunities that allow women to reach their full potential. To achieve greater gender diversity, it is important to ensure where possible that the pool of potential available talent is nurtured and developed effectively. Early identification and development of female talent is clearly of significant importance in ensuring that there are appropriately qualified and experienced women for consideration when positions become available.
- 1.4 In determining the composition of both the Board of directors and its senior management team, the Company is committed to ensuring that a diverse range of qualified candidates will be reviewed, and candidates shall be considered in light of any identified gaps in the company's desired experience and skill sets, which shall include general consideration of diversity and gender proportion within the company, among other matters such as business acumen and industry experience.

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2. Objectives and Principles

The Board and management believe that this policy contributes to achieving the Company's corporate objectives and embeds the importance and values of diversity at Asset Vision Co Limited.

Measurable objectives

The Board will review and approve measurable objectives for diversity, including gender diversity, across, and at various levels of the organisation. The Board will:

- 2.1 Review management recommendations regarding achievement of the measurable objectives.
- 2.2 Review and assess, at least annually, both the measurable objectives for achieving gender diversity and the Company's progress in achieving those objectives.

Disclosure

- 2.3 Ensure disclosure in the Company's Annual Report of both its objectives for achieving gender diversity, and its progress in achieving those objectives.

Board monitoring

- 2.4 Delegate to the Remuneration and Nomination Committee the tasks to:
 - 2.4.1 Conduct regular reviews of the relative gender proportion across the entirety of the Company including with respect to gender representation in senior management positions and the Board of directors.
 - 2.4.2 Report back to the Board of directors:
 - a) on the findings and recommendations from these reviews against the gender diversity objectives set by the Board of directors, including gap identification; and
 - b) on at least an annual basis, on progress in achieving the Board of directors' gender diversity objectives.

3. Ongoing commitment

The Board of directors commits to regularly reviewing this policy in order to consider the Company's performance, as well as to consider other worthwhile initiatives to promote diversity in the workplace.

About Asset Vision Co Limited

We own the Asset Vision software which is an advanced asset and works management system with native GIS / spatial capabilities, used by asset owners (government and enterprise) and contractors to streamline the delivery of critical maintenance contracts globally.

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