

## **Diversity Policy**

**Investigator Resources Limited**

**ACN 115 338 979**

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| <b>Reviewed/Approved by the Board</b> |                  |
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| Adopted                               | 22 October 2015  |
| Reviewed and Approved                 | 19 October 2020  |
| Reviewed and Approved                 | 30 November 2022 |

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## 1. General purpose and principle

- 1.1. The Company respects and values the competitive advantage of diversity (which includes but is not limited to gender, age, disability, ethnicity, marital or family status, religious or cultural background, sexual orientation and gender identity) and the benefit of its integration throughout the Company in order to enrich the Company's perspective, improve corporate performance, increase shareholder value and maximise the probability of achievement of the Company's goals. The Company acknowledges that diversity is important to the Company's ability to attract, retain and motivate employees from the widest possible pool of available talent and the Company is committed to diversity at all levels (Principle).
- 1.2. In furtherance of the Company's commitment to the Principle, the Board wishes to give effect to Recommendation 1.5 of the *Corporate Governance Principles and Recommendations* to the extent that it is consistent with the current size, nature and complexity of the organisation. The Company will in broad terms put the Principle into practice in the following manner:
- (a) *strategically and operationally, by:*
    - (i) being attuned to strategies to deliver the Company's objectives with respect to diversity;
    - (ii) being attuned to corporate and business opportunities with respect to diversity; and
    - (iii) being attuned to the means to achieve those strategies in (A) and to take advantage of those opportunities in (B) above.
  - (b) *through management, by:*
    - (i) adding to, nurturing and developing the collective relevant skills, and diverse experience and attributes of personnel within the Company; and
    - (ii) ensuring that the Company's culture and management systems are aligned with and promote the attainment of the Principle.
- 1.3. In addition, the Company will put the Principle into practice in the following specific ways:
- (a) the Company will ensure that recruitment and selection practices at all levels are appropriately structured so that a diverse range of candidates are considered and that there are no conscious or unconscious biases that might discriminate against certain candidates; and
  - (b) the Company will identify, implement and develop strategies, initiatives and programs to develop a broad and diverse pool of skilled and experienced employees with a view to preparing those employees over time, for senior management positions.
- 1.4. Management will monitor, review and report to the Board on the achievement of diversity with respect to the matters referred to below, the Company's progress under this Policy.

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## **2. Responsibility for Policy**

- 2.1. Although the Board retains ultimate accountability for this Policy, the Board has delegated responsibility for implementation of this Policy to the Managing Director (MD).

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## **3. Measurable objectives, targets and key performance indicators – gender diversity**

- 3.1. Investigator Resources Limited is currently in its early formative stages having few employees, and a small Board. While embracing the concept of diversity, the Board is of the view that at this time, it is inappropriate to establish measurable diversity objectives or targets or to tie diversity objectives to the Key Performance Indicators for the Board, MD and senior executives.
- 3.2. With respect to gender diversity, at the appropriate time in the Company's development, Management will:
- (a) develop, for approval by the Board or its relevant sub-committee, as appropriate:
    - (i) measurable objectives concerning the strategies, initiatives and programs referred to in this Policy;
    - (ii) targets or KPI's to verify progress towards attainment of those measurable objectives.
  - (b) measure performance against those targets and KPI's; and
  - (c) report from time to time on the measurable objectives and the progress of the matters referred to in (1) and (2) above.

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## **4. Benefits of Diversity**

- 4.1. The Company recognises that the organisations' performance is linked to workplace diversity. Through fostering an inclusive environment that recognises a variety of quality employees, the Company aims to improve employee retention, to embrace different perspectives and to enhance the Company's reputation.
- 4.2. Embracing diversity in the workforce enables the Company to:
- (a) improve financial performance;
  - (b) attract and recruit the right people from a diverse pool of talented candidates;
  - (c) create a culture that embraces diversity and that rewards people who act in accordance with this Policy;
  - (d) develop and retain an appropriate skills base in the Company;

- (e) make more informed and innovative decisions, drawing on the wide range of ideas, experiences, approaches and perspectives that employees from diverse backgrounds, and with differing skill sets, bring to their roles in the Company; and
  - (f) better reflect the expectations of all stakeholders.
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## 5. Compliance requirements

- 5.1. At the appropriate time in the Company's development, the Company will meet its obligations with respect to the issue of diversity, as required under the *Corporate Governance Principles and Recommendations* and other regulatory requirements (if any), including by:
- (a) establishing this Policy as a compliant policy under Recommendation 1.5 of the Corporate Governance Principles and Recommendations by:
    - (i) establishing measurable objectives for achieving gender diversity; and
    - (ii) the Board assessing annually the measurable objectives for achieving gender diversity and the progress towards achieving them.
  - (b) disclosing this Policy or a summary of it under Recommendation 1.5 of the Corporate Governance Principles and Recommendations;
  - (c) disclosing at the end of each reporting period, and in the terms of Recommendation 1.5 of the Corporate Governance Principles and Recommendations:
    - (i) the measurable objectives for achieving gender diversity set by the Board in the terms of this Policy;
    - (ii) the progress from time to time towards achieving the measurable objectives;
    - (iii) the respective proportions of men and women in the Company in the following positions:
      - employees;
      - senior executives (including how the Company has defined 'senior executive' for this purpose); and
      - Directors.
- 5.2. The Company Secretary will assume line responsibility to ensure that the Company meets its compliance and reporting obligations referred to in this Policy, including by collecting and collating all relevant data and ensuring that Management processes and systems are adequate and effective for such reporting obligations to be met.
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## 6. Communication

- 6.1. The Company commits to the communication of this Policy within the Company and to its shareholders and the market, including via its website:

- (a) by way of transparency and accountability; and
  - (b) to better promote the prospects of attainment of the Principle.
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## **6. Accountability**

- 7.1. Reporting and accountability in the terms of this Policy will be a periodic item on the Board Agenda.
  - 7.2. At least annually the Corporate Governance Committee will report to the Board on progress towards attainment of the Principle, and otherwise to facilitate the Board in meeting its Compliance Requirements under the Policy.
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## **7. Addenda to this Policy**

- 8.1. The following shall constitute addenda to this Policy (as they are adopted by the Board from time to time) as if set out in this Policy:
    - (a) approved strategies, initiatives and programs and measurable objectives referred to in this Policy; and
    - (b) approved measurable objectives, targets and KPI's referred to in as may apply from time to time.
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## **8. Overriding caveat**

- 9.1. Nothing in this Policy shall be interpreted so as to endorse any of the following matters:
  - (a) 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, taking into account matters such as the nature of the industry in which the Company operates;
  - (b) 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; and
  - (c) 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 other.

