

1. Purpose

The Company recognises the benefits arising from employee and Board diversity, including a broader pool of high-quality employees, improving employee retention, better decision-making, accessing different perspectives and ideas, and benefiting from all available talent.

In order to have an inclusive workplace, the Company does not tolerate discrimination, harassment, vilification and victimisation.

This Policy reflects the Company's values of performance and respect as outlined in the Company's Statement of Values.

2. Scope

This Policy applies to all employees and contractors engaged by Dynamic Group Holdings and its associated subsidiaries (the Company).

3. Commitment

The Company is committed to workplace diversity and inclusion at all levels of the Company regardless of gender, marital or family status, sexual orientation, gender identity, age, disability, ethnicity, religious belief, cultural background, socio-economic background, perspective and experience.

We will do this by:

- recruiting from a diverse pool of candidates for all positions, including senior management and the Board;
- the requirement of at least one female candidate to be shortlisted for all appointments including executive and Board positions if a suitably qualified candidate exists in the applications;
- reviewing succession plans to ensure an appropriate focus on diversity;
- identifying specific factors to take account of in recruitment and selection processes to encourage diversity;
- developing programs to develop a broader pool of skilled and experienced senior management and Board candidates, including, workplace development programs, mentoring programs and targeted training and development;
- provide opportunities for employees on extended parental leave to maintain their connection to the Company; and
- promoting a psychologically safe workplace that assists employees balance their work, family and other responsibilities effectively while developing a culture which takes account of domestic responsibilities of employees.