Diversity, Equity and Inclusion Policy (PC1.15)

Document Information

Document Control

Revision	Date (month year)	Role	Description of Change
	January 2023	Chief People Officer	Commencement
Annual Review	July 2025	Company Secretary & Chief People Officer	Annual Review
Annual Review	June 2026	General Counsel & Global People & Culture Manager	Annual Review

Document Review/Approval

Role	Date (month year)	Action
People & Culture Business Partner	September 2024	Reviewer
Company Secretary & Director of People & Culture	July 2025	Reviewers
General Counsel & Global People & Culture Manager	June 2026	Reviewers

Retention Policy

This Policy document will be reviewed and updated in alignment with the Corporate Document Management Policy, or if there are any significant changes that impact this policy.

Policy Statement

A diverse, equitable, and inclusive workforce is one that recognises, values and embraces the different perspectives, backgrounds, and experiences people bring to an organisation, and ensures they are supported by fair and inclusive practices that enable them to contribute and thrive.

Integrated Research Limited (**IR**) aims to create an inclusive environment in which diverse experiences, perspectives and backgrounds are valued and utilised.

The Board believes that a diverse workforce participation at all levels broadens the pool for recruitment of high-quality employees, enhances employee retention, encourages greater innovation and improves corporate image and reputation which will ultimately enrich corporate performance and enhance shareholder value.

This Diversity, Equity and Inclusion Policy reflects IR's commitment to workplace diversity and compliance with the Australian Securities Exchange (**ASX**) Corporate Governance Council's Corporate Governance Principles and Recommendations.

Scope

This policy applies to all employees, contractors and contributors across all regions in which IR operates. It is integral to the organisational culture, guiding IR's practices in recruitment, talent management, training, and day-to-day operations.

Definitions

- **Diversity**: The presence of differences that include, but are not limited to, race, ethnicity, gender, gender identity, sexual orientation, inter-sex status, age, disability, religion, nationality, socioeconomic status, education, relationship status, family and caring responsibilities, veteran status and life experiences.
- **Equity**: Equity acknowledges that people have unequal starting places and that there are varying levels of advantage and disadvantage in workplaces and communities. This requires IR to remove barriers and take account of those differences to ensure fair and accessible design of structures, systems, and processes to level the playing field.
- **Inclusion**: The practice of creating environments where all individuals feel welcomed, respected, supported, and valued, and where they have the opportunity to fully participate and contribute to the company's success.

Promoting Diversity

IR promotes a diverse workplace by aiming to ensure that all employees and applicants for employment are fairly considered according to their skills, abilities and qualifications.

The following initiatives have been adopted by IR to assist with improving diversity, equity and inclusion across the business:

a. Communicating the IR Diversity, Equity & Inclusion Policy to all employees.

b. Creating a culture of inclusion by ensuring that policies, programs and practices enable IR's people to feel respected, valued for their contribution and empowered to reach their full potential

c. Recruiting, hiring, promoting, and developing employees from diverse backgrounds and experiences to better reflect the communities IR serves and create a more innovative and effective workforce.

d. Treating everyone with dignity and respect.

e. Ensuring compliance with all relevant legislation.

f. Building and maintaining a safe work environment by taking action against inappropriate workplace and business behaviour (including discrimination, harassment, bullying, victimisation and vilification).

g. Developing flexible work practices and reasonable accommodations, as defined by IR's workplace practices, to meet the differing needs of employees at different stages of their life cycle in the context of business requirements.

h. Regularly reviewing pay equity to address any gender gaps.

i. Ensuring equal employment opportunity where equal treatment is given to employment, training, promotion, compensation, and individual opportunity and success is open to all regardless of their gender, race, age and/or other characteristics.

j. Providing ongoing training and development opportunities to increase awareness and understanding of Diversity, Equity and Inclusion, and to improve skills in working with people from diverse backgrounds.

Roles and Responsibilities

The Board is responsible for establishing and monitoring IR's overall Diversity strategy and policy. IR's People, Remuneration and Nomination Committee is responsible for:

a. Reviewing, noting, and monitoring the effectiveness of the Diversity, Equity & Inclusion Policy.

b. Recommending to the Board, measurable objectives for achieving gender diversity in the composition of the board, senior executives and the workplace generally.

c. Annually assessing the measurable objectives and the progress in achieving them.

d. Reviewing the remuneration by gender and reporting this information to the Board.

e. Annually reviewing and reporting to the Board on the proportion of women in the IR workforce at three levels in the organisation (Board level, senior management, and the whole organisation), including benchmarking the data against relevant industry standards where possible.

f. Conducting all Board appointment processes in a manner that promotes diversity, including establishing a structured approach for identifying a pool of candidates, using external experts where necessary.

Managers' Responsibilities:

a. Implementing this policy as part of their day-to-day management of employees and in applying policies and practices in a fair and equitable way.

b. Recognising unacceptable behaviour and taking immediate, appropriate action.

Employees' Responsibilities:

a. Implementing this policy in their day-to-day work and their dealings with colleagues and customers.

b. Notifying their manager, senior management or the People & Culture department of any concerns with regard to the conduct of other employees.

Publication of the Policy and our Progress

This Diversity, Equity and Inclusion Policy will be made available to all directors and employees of the company and to its shareholders. A copy of this Diversity, Equity & Inclusion Policy can be found on the Company's website.

IR will provide information in the Company's Corporate Governance Statement regarding:

a. key features of this policy;

b. our measurable objectives for achieving gender diversity and our progress towards achieving them if measurable objectives have been established; and

c. either:

    i. the proportion of men and women on the Board, in senior executive positions and across the whole workforce (including how the Company has defined 'senior executive' for these purposes); or,

    ii. the Company's most recent "Gender Equality Indicators" as defined in and published under the Workplace Gender Equality Act.

Review

The Board will review this policy annually to ensure that it remains appropriate for the business. This policy may be amended by resolution of the Board.