

**FirstWave**

**Board Diversity**

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## 1. Diversity at FirstWave

### 1.1. Our commitment

This policy sets out FirstWave Cloud Technology Limited's (**FirstWave**) commitment to diversity and inclusion in the workplace and provides a framework to achieve FirstWave's diversity goals.

We are committed to creating and ensuring a diverse work environment in which everyone is treated fairly and with respect and where everyone feels responsible for the reputation and performance of FirstWave. The Board of Directors of FirstWave ("Board") and management believe that FirstWave's commitment to this policy contributes to achieving FirstWave's corporate objectives and embeds the importance and value of diversity within the culture of FirstWave.

### 1.2. Who this policy applies to

This policy applies to all directors of the Board, as well as all other officers, employees, contractors, consultants and associates of FirstWave. It is essential that you are familiar with this policy, which is available on FirstWave's website.

### 1.3. Implementation

The Board has delegated to the Remuneration Committee the role of overseeing the implementation of this policy and assessing progress in achieving its objectives. See paragraph 3.2 below.

## 2. What Diversity Means to Us

### 2.1. What is diversity?

Diversity refers to characteristics that make individuals different from each other. Diversity encompasses differences in backgrounds, qualifications and experiences, and also differences in approach and viewpoints. It includes factors such as gender, age, ethnicity, cultural background, language, disability and other areas of potential difference.

### 2.2. The Diversity Officer

FirstWave has established the role of Diversity Officer. This position will be occupied by the Company Secretary.

The role of the Diversity Officer is to reflect FirstWave commitment to a diversified workforce. In particular, focusing on diversity of gender, age, culture, religion and ethnicity.

### 2.3. Gender diversity

The role of the Diversity Officer includes a commitment to gender diversity and the fundamental principle that gender is not a barrier to participation in our workforce, management, senior executive and on our Board. Our leaders are committed to providing opportunities that allow women to reach their full potential.

To achieve greater 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. FirstWave aims to grow the number of women performing senior roles and to create programs that prepare women to assume senior roles within the business.

## 2.4. Board and senior executive diversity

At FirstWave, diversity of gender and background are two important criteria we take into account in developing our succession plans and appointment processes for our Board and senior executive positions. However, other selection criteria, in particular business acumen and industry experience, are also fundamentally important. The Remuneration Committee will report to the Board regarding our succession plans and appointment processes with the aim of achieving our diversity objectives, in particular regarding the number of women in senior executive positions and on the Board.

## 3. Responsibility for Implementation, Compliance Monitoring, Measuring and Continual Improvement

### 3.1. Steps we are taking and measurable objectives

FirstWave is committed to an inclusive workplace that embraces and promotes diversity as part of our corporate culture. This involves providing supportive and inclusive diversity-related workplace policies, programs and practices within our business.

### 3.2. Our Diversity Officer

FirstWave has appointed a Diversity Officer to:

- promote diversity as an important strategic and cultural factor to achieve business objectives across the organisation;
- in consultation with the business and the Remuneration Committee;
  - propose measurable diversity objectives to the Board to achieve gender diversity;
  - identify ways in which achievement is to be measured; and
  - report to the Board on the progress in achieving these objectives,
- report to the Board on diversity issues within FirstWave, legislative changes and industry trends and make appropriate recommendations;
- provide information to the Board about the proportion of women in the whole organisation and women in senior executive positions;
- identify ways to promote a culture supportive of diversity, including developing policies, programs and guidelines;

- together with our Remuneration Committee, identify programs and initiatives designed to achieve greater gender diversity on the Board and in senior management; and
- develop a Diversity and Inclusion Plan to ensure the successful implementation of this policy and a review mechanism to assess its effectiveness.

### 3.3. The Board's role

The Board will:

- review and approve measurable objectives for achieving diversity, including gender diversity across, and at various levels of, our organisation;
- at each Board meeting assess these objectives and the progress in achieving; and
- review and monitor the effectiveness of this diversity policy, including in relation to Board diversity.

## 4. Publication of this Policy and Reporting our Progress

This policy will be made available to all directors and employees and will be available on FirstWave's website, <https://firstwave.com/investor/>.

We will provide information in the FirstWave Corporate Governance Statement and on our website regarding:

- key features of this policy;
- our measurable objectives for achieving gender diversity and our progress towards achieving them; and
- disclosure of the percentage of women:
  - in our organisation;
  - in executive positions; and
  - on the Board.

## REVISION HISTORY (filled out by Legal and Compliance Services)

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CORP5.01	Approved		31 July 2018	Board	
CORP5.02	Amended		19 Jan 2022	Executive Manager	Logo change

<b>Policy Name</b>	Diversity
<b>Policy Manager</b>	Company Secretary
<b>Policy Department</b>	Corporate
<b>Contact</b>	Iain Bartram Tel: +61 2 9409 7000 Email: iain.bartram@firstwavecloud.com
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