

WORKPLACE DIVERSITY POLICY

ARA Group Limited ABN 47 074 886 561 and its related corporate entities in Australia and New Zealand (collectively **ARA Group**) are proud to encourage diversity within the workplace and in everyday business transactions. In addition to ARA Group's Equal Employment Opportunity and Anti-Discrimination Policy, this Workplace Diversity Policy (**Policy**) sets out how ARA Group fulfils its commitment to diversity.

1 Definitions

"Anti-Discrimination Legislation" means the laws providing for people to be considered equally for employment and generally not discriminated against, including:

- (a) *Workplace Gender Equality Act 2012 (Cth)*;
- (b) *Fair Work Act 2009 (Cth)*;
- (c) *Age Discrimination Act 2004 (Cth)*;
- (d) *Disability Discrimination Act 1992 (Cth)*;
- (e) *Racial Discrimination Act 1975 (Cth)*;
- (f) *Sex Discrimination Act 1984 (Cth)*;
- (g) *Employment Relations Act 2000 (NZ)*;
- (h) *New Zealand Bill of Rights Act 1990 (NZ)*; and
- (i) *Human Rights Act 1993 (NZ)*.

"Protected Attribute(s)" means any characteristic or attribute of a person that is protected by Anti-Discrimination Legislation, including but not limited to; age, sex, race, colour, sexual orientation or preference, marital status, physical or mental disability, family or carer's responsibilities, pregnancy, religion, political opinion, social origin or national extraction.

2 Diversification measures

ARA Group endeavours to actively promote and encourage diversity in its businesses and across business transactions by:

- (a) applying fair and inclusive recruitment principles and selection practices based on merit without any bias toward or undue regard of Protected Attribute(s);
- (b) build strong partnerships with a broad range of clients and other external organisations to maximise employment outcomes for minority groups or persons who are under-represented within the workforce;
- (c) develop, train, and retain high performing, committed staff from diverse groups and provide opportunities for such groups to progress in their employment;
- (d) partaking in various initiatives and programs designed to focus upon and prioritise diversity and diverse groups of people; and
- (e) comply with federal and state level Anti-Discrimination Legislation.

3 Continuous improvement

In the interests of continuously adapting and improving ARA Group's diversity, ARA Group's management team are encouraged to foster diversity in selecting appropriate personnel for tasks and otherwise reasonably endeavouring to take further action with the objective of increasing diversity awareness and diversifying ARA Group and its businesses.



Edward Federman
Chief Executive Officer

21 January 2026

Date