



DomaCom

Diversity Policy

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Contents

1	Introduction	3
2	Board obligations	3
	2.1 Overview of obligations	3
	2.2 Principles for setting the Diversity Objectives	3
3	Company obligations	4
	3.1 Operational/structural obligations	4
	3.2 Disclosure obligations	4
4	Adoption of policy	4

Diversity Policy

1. Introduction

DomaCom Limited and its related entities (DomaCom) acknowledges the importance of an inclusive workplace. DomaCom is committed to promoting and embracing diversity.

The aims of this policy are:

- a) to articulate commitment to diversity within DomaCom at all levels (including employee level, senior executive level and board level); and
- b) to establish objectives and procedures which are designed to foster and promote diversity within DomaCom.

This policy has been developed in accordance with the ASX Corporate Governance Principles and Recommendations.

2. Board obligations

2.1 Overview of obligations

Under this policy, the Board will:

- a) establish measurable objectives for achieving gender diversity (**Diversity Objectives**), having regard to the ASX Corporate Governance principles 4th Edition for setting the Diversity Objectives (outlined below in clause d));
- b) annually review the Diversity Objectives;
- c) annually review progress towards achieving the Diversity Objectives; and
- d) consider the mix of skills and diversity it wants to be represented on the Board.

2.2 Principles for setting the Diversity Objectives

In order to set meaningful Diversity Objectives, the Board will consider its current ratios and will identify areas for improvement to gender diversity in the composition of the senior executive team and workforce generally, as well as in the composition of the Board.

The Board is mindful of the current size of the Company, which has a relatively stable senior executive team, workforce and Board. As the Company grows and changes there shall be increased opportunities to ensure appropriate diversity.

The Board may consider a wide range of types of objectives including:

- a) setting diversity targets to increase representation and participation within certain roles (eg senior executive) or salary bands;
- b) linking diversity targets to Board/CEO/senior executive KPIs;

Diversity Policy

- c) implementing structural measures, having a senior employee responsible for diversity and setting up review mechanisms to track progress against Diversity Objectives, and other reportable data, on a regular basis; and
- d) investing in appropriate programs aimed at providing opportunities to women (such as executive coaching/mentoring programs).

3. Company obligations

3.1 Operational/structural obligations

The Board will measure, on at least an annual basis:

- a) its progress in achieving the Diversity Objectives; and
- b) the proportion of women:
 - i. employed in the whole organisation;
 - ii. employed in senior executive positions; and
 - iii. on the Board.

3.2 Disclosure obligations

DomaCom will annually disclose in its annual report:

- a) the Diversity Objectives set by the Board;
- b) the progress in achieving the Diversity Objectives;
- c) the proportion of women:
 - i. employed in the whole organisation;
 - ii. employed in senior executive positions; and
 - iii. on the Board;
- d) the Board's statement about the mix of skills and diversity it wants to achieve in the Board's membership; and
- e) if applicable, the extent to which DomaCom has departed from its obligations under the ASX diversity principles.

4. Adoption of policy

This policy was adopted by the Board on 23 August 2022.