

Diversity, Equity and Inclusion Policy

PeopleIN Limited (ACN 615 173 076)

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1. Introduction

- 1.1 PeopleIN Limited and its controlled subsidiaries (collectively, PeopleIN) are committed to fostering a diverse, equitable and inclusive workplace culture at all levels of the organisation. This commitment reflects our core values and is aligned with the ASX Corporate Governance Principles and Recommendations. We aim to create an environment where diversity is embraced, equity is upheld, and all individuals are supported and inspired to reach their potential.
- 1.2 PeopleIN recognises that diversity in the workforce offers significant corporate benefits, including the ability to attract, retain, and motivate employees from the widest possible pool of available talent. A diverse and inclusive workplace not only enhances our organisational performance but also strengthens our capacity to meet the challenges of a competitive labour market.
- 1.3 We are dedicated to inclusion at all levels of the organisation, and we will not tolerate any form of discrimination, harassment, bullying, vilification, or victimisation. PeopleIN supports diversity across a broad range of characteristics, including but not limited to gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, cultural background, socio-economic background, perspective, and experience.
- 1.4 This Diversity, Equity and Inclusion Policy is linked directly to PeopleIN's Statement of Values. Our core values of Be Human, Be Memorable, Be Bold, and Be Extraordinary underpin our commitment to diversity, equity and inclusion.
- 1.5 In compliance with the ASX Corporate Governance Principles, this policy is designed to ensure that diversity initiatives are aligned with our broader corporate governance framework, helping us to remain adaptable and forward-thinking in all aspects of our operations.
- 1.6 The Diversity, Equity and Inclusion Policy does not form part of an employee's contract of employment with PeopleIN, nor does it give rise to contractual obligations. However, to the extent that the Diversity, Equity and Inclusion Policy requires an employee to do or refrain from doing something, and at all times subject to legal obligations, the Diversity, Equity and Inclusion Policy forms a direction of the company with which an employee is expected to comply.

2. Scope

- 2.1 This policy applies to all employees, contractors, and Board members of the PeopleIN group of companies.

3. Legislation

- Australian Human Rights Commission Act 1986 (Cwlth)
- Disability Discrimination Act 1992 (Cwlth)
- Racial Discrimination Act 1975 (Cwlth)
- Sex Discrimination Act 1984 (Cwlth)
- Workplace Gender Equality Act 2012 (Cwlth)
- Other Jurisdictions
 - In addition to the above, our staff and operations across various states and territories are also subject to applicable State and Territory-based legislation, including but not limited to those governing:
 - Workplace Health and Safety

- Industrial Relations
- Disability Services
- Anti-Discrimination and Equal Opportunity
- Public Sector Employment
- Human Rights and Ethics
- We are committed to ensuring compliance with all relevant laws across the jurisdictions in which we operate.

4. Objectives

- PeopleIN's Diversity, Equity and Inclusion Policy establishes a framework for achieving the following objectives:
 - (a) **Attracting a diverse and skilled workforce** that drives continuous improvement and helps us meet corporate goals, particularly in a competitive labour market.
 - (b) **Creating a culture of inclusion** at all levels, with practices and behaviours that benefit all employees, making everyone feel valued and respected.
 - (c) **Improving career development opportunities** for all employees, promoting fair and equal access to opportunities.
 - (d) **Utilising diverse perspectives** by promoting awareness of the benefits of diversity and effectively managing diversity across the organisation.
 - (e) **Ensuring fairness, equity, and respect** are integral to the daily operations of PeopleIN, and that employees understand their responsibilities in fostering an inclusive environment.

5. What is Diversity, Equity and Inclusion?

- 5.1 Diversity recognises and values the contribution of people with differences in background, experience, and perspectives. Diversity encompasses, but is not limited to gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, cultural background, socio-economic background, perspective, and experience.
- 5.2 Equity means actively identifying and removing barriers to ensure fair access to opportunities and resources. While equality focuses on treating everyone the same, equity acknowledges that individuals may need different levels of support to achieve fair outcomes.
- 5.3 Inclusion is reflected in an environment where individuals feel comfortable to be themselves and bring their unique self to work. An inclusive culture is where all employees feel that they belong and that individual differences are valued and celebrated.
- 5.4 At PeopleIN, diversity, Equity and Inclusion means:
 - (a) An inclusive and psychologically safe workplace that embraces individual differences.
 - (b) A workplace which is free from discriminatory behaviours and business practices.
 - (c) Equitable frameworks and policies, processes and practices that limit potential unconscious bias.
 - (d) Equal employment opportunities based on capability and performance.

- (e) Awareness of the different needs of employees.
- (f) The provision of flexible work practices and policies to support employees.
- (g) Attraction and retention of a diverse range of talented people.

6. PeopleIN Diversity, Equity and Inclusion Strategy

6.1 PeopleIN's Diversity, Equity and Inclusion Strategy is aligned with our core values:

- (a) **Be Human:** Recruitment is personal. We put people first, with respect, empathy and understanding in everything that we do.
- (b) **Be Memorable:** We take initiative, pushing the boundaries to deliver real results for our clients.
- (c) **Be Bold:** We create lasting impressions through the relationships we build and the exceptional service we provide.
- (d) **Be Extraordinary:** We don't settle for average. We aim high, consistently exceeding expectations for client's and candidates alike.

6.2 To ensure the success of this strategy, PeopleIN's Diversity, Equity and Inclusion initiatives include:

- (a) **Recruitment and Selection:** PeopleIN is committed to ensuring that recruitment and selection processes at all levels reflect a diverse range of candidates. We will actively guard against any conscious or unconscious biases that could hinder this process.
- (b) **Remuneration Framework:** The Group's remuneration structure and performance-driven salary assessments reflect our continued commitment to a fair and equitable salary review process. This framework helps identify and address any pay equity disparities within the Group. Pay equity is regularly reviewed both throughout the year and as part of our annual review cycle.
- (c) **Career Development, Retention and Performance:** Employees are encouraged to develop and progress their careers through opportunities that build capabilities, and all employees are supported to participate in career development conversations. Opportunities for promotion and transfer are advertised to all employees to enable individuals to apply for roles to develop their career path. To encourage and fairly reward excellence, performance is measured based on agreed goals to remove bias and promote equity. An annual review of performance outcomes is conducted to ensure equity.
- (d) **Developing Diverse Leaders:** We will design and implement programs that contribute to the development of a broader pool of skilled and experienced employees, preparing them for senior management and Board positions.
- (e) **Workplace Flexibility:** We recognise that employees, regardless of gender, may have domestic responsibilities. To support work-life balance, PeopleIN adopts flexible work practices that enable employees to manage both their work and personal commitments.
- (f) **Parental Leave:** Employees on extended parental leave will be encouraged (without any obligation) to maintain their connection with PeopleIN through options such as receiving all-

staff communications and attending work functions and training programs, without obligation.

- (g) **Inclusivity in Culture:** PeopleIN will foster a culture that recognises and supports domestic responsibilities, promoting flexibility and equality in work practices to ensure that all employees, regardless of their background, can succeed.
- (h) **Supply Chain:** We are committed to ensuring our supply chain reflects the communities in which we operate – as we recognise that a diverse supply chain will drive Group diversity, equity and inclusion.
- (i) **Active Bystanders:** We encourage Our People to be Active Bystanders when they see or hear something that does not feel right. It takes all of us to create safe, respectful and inclusive environment for our internal and external stakeholders.
- (j) Any other strategies PeopleIN develops from time to time.

7. Accountabilities

7.1 PeopleIN Board

- (a) As a relevant employer under the Workplace Gender Equality Act 2021, through its NRC Committee, set measurable objectives for achieving gender diversity and monitor progress towards achievement.
- (b) Apply the Diversity, Equity and Inclusion Policy.
- (c) Hold the GLT to account for the delivery of the diversity, equity and inclusion strategy and achievement.

7.2 All PeopleIN Leaders

- (a) Adhere to this policy and supporting procedures at all times.
- (b) Take action when the policy is not adhered to.
- (c) Create and maintain an inclusive workplace culture through role modelling inclusive behaviours.
- (d) Ensure they treat Our People equitably and fairly.
- (e) Create diversity within teams and encourage diversity of thought and experiences to deliver better outcomes for Our People, our customers, and the community.
- (f) Recognise that unlawful workplace conduct is against the law and individual managers may also be held legally liable for unlawful workplace conduct and/or not complying with the Work Health & Safety Act in certain circumstances for the unlawful actions of their team members if they are involved in, condone, or permit unacceptable behaviours.

7.3 Our People

- (a) Take the time to read and understand this policy and supporting procedures.
- (b) Adhere to this policy and supporting procedures at all times.

- (c) Contribute to, and maintain, a safe, respectful, and inclusive workplace.
- (d) Demonstrate active bystander behaviours when they see or hear something that does not feel right.

7.4 Group Audit and Assurance

- (a) Provide independent assurance that the Group's risk management, governance and internal control processes are operating effectively, as per the approved audit plan.

8. Monitoring, Evaluation & Availability

- 8.1 The Group People Director will monitor the progress of diversity initiatives and report to the Board on their effectiveness. This ensures that the diversity strategy is meeting its objectives and aligns with our corporate goals.
- 8.2 PeopleIN will disclose in relation to each reporting period the entities most recent Gender Equality Indicators as defined and publishes by the Workplace Gender Equality Act.
- 8.3 The Board will annually review the effectiveness of this policy, ensuring it aligns with the ASX Corporate Governance Principles and meets the evolving needs of the organisation. The policy will be reviewed to check whether any updates or changes are required.
- 8.4 PeopleIN Leaders are responsible for implementing, monitoring and reporting on the Gender diversity Measurable Objectives.
- 8.5 The Board may request external reviews of this policy to ensure its effectiveness and relevance.
- 8.6 A copy of this policy (or a summary) will be made available on PeopleIN's website and to the ASX, if required.

9. Grievances

- 9.1 To ensure an inclusive workplace, PeopleIN cannot, and will not, tolerate breaches to this policy. Appropriate action will be taken when a grievance is raised under this policy and will refer to the PeopleIN Work Grievance and Complaint Management Procedure to address any breaches.
- 9.2 A breach of this policy may be considered misconduct and could result in disciplinary action, including possible termination of employment.

10. Training

- 10.1 PeopleIN will provide regular diversity, equity and inclusion training for all employees, with a focus on understanding different backgrounds, perspectives, and experiences. This training will help create a more inclusive workplace culture and will include unconscious bias awareness, cultural competency, and respect for diversity in all forms.

11. PeopleIN Policies

11.1 This policy should be read in conjunction with other PeopleIN Policies and Statements that define and support PeopleIN's commitment to a diverse and inclusive workplace and the expected behaviour and conduct of its Leader's and employees. These include:

- (a) PeopleIN Code of Conduct
- (b) PeopleIN Values
- (c) Diversity and Inclusion Statement
- (d) Human Rights Policy
- (e) Respect @ Work – Bullying and Harassment Policy
- (f) Respect @ Work – Work Discrimination and Sexual Harassment Policy
- (g) Parental Leave Policy
- (h) PeopleIN Work Grievance and Complaint Management Procedure

12. Approval

12.1 This policy was last amended by the Board on 22 May 2025