



The confidence to look ahead

Diversity Policy

Count Limited (ACN 126 990 832)

As adopted by Count Board

1. Purpose

This policy outlines Count Limited and its associated entities, (together Count, we, our) commitment to promoting diversity and inclusion across all areas of our organisation, fostering a workplace culture that values and respects the uniqueness of every individual and ensuring equitable opportunities for all. We acknowledge that diversity and inclusion lead to improved business performance by fostering enhanced innovation, better decision-making, higher employee engagement, improved financial performance, and the ability to retain and attract top talent.

This Policy should be read in conjunction with other Count policies including;

- Code of Conduct
- Respectful Workplace Behaviours Policy
- Grievance Policy
- Flexible Work Arrangements Policy
- Leave Policy

2. Application

This policy applies to all our employees, Directors, contractors, subcontractors, consultants and any other person performing work for Count, including work experience students and volunteers (collectively "Staff").

The policy has been designed to comply with the recommendations of the ASX Corporate Governance Council under its Corporate Governance Principles and Recommendations (4th edition) (ASX Principles) for ASX-listed entities but also in accordance with Count's Values.

3. Our commitment and Count values

At Count we understand the benefits and importance of diversity across all areas of our organisation. Our values and behaviours align with our commitment to diversity and inclusion in the following ways:

Think with an open mind: We encourage our staff to embrace diverse perspectives, experiences and viewpoints, as we believe this will lead to more creative and innovative solutions. We encourage everyone to challenge existing biases and assumptions fostering a culture of inclusion and creating an environment where

everyone feels valued and heard.

Act with bravery – We expect our leaders to act with bravery, setting an example for others, by demonstrating a commitment to diversity, and inspiring others to create and promote an inclusive culture. We encourage our staff to speak up against discrimination and advocate for inclusive practices, even when it may be challenging.

Do what is right – We expect our staff to uphold ethical standards by treating everyone with fairness, respect, and dignity, and by ensuring integrity in all actions and decisions.

4. Our principles

Our principles on diversity and inclusion help us understand Count's expectations and guide our actions to ensure we meet those standards.

Commitment to equality: We are committed to treating all individuals fairly and equally, regardless of their background, identity, or status.

Respect and dignity: We recognise the importance of respecting the dignity and worth of every individual and foster a culture where all our staff feel valued and included.

Zero tolerance for discrimination: We have a zero-tolerance policy for any form of discrimination, harassment, or bias.

Inclusive practices: We promote inclusive practices in all aspects of the organisation, including recruitment, hiring, promotion, and professional development, ensuring equal opportunities for all.

Diverse representation: We strive for diverse representation at all levels of the organisation, recognising the value of different perspectives and experiences.

Continuous learning and development: We encourage ongoing education and training on diversity, equity, and inclusion topics to build awareness and skills among all our staff.

Accountability and transparency: We have established mechanisms for accountability and transparency, including reporting on diversity and inclusion metrics.

Supportive environment: We aim to create a supportive environment where all our staff feel safe to express their identities and experiences, and where their contributions are recognised and valued.

5. Our strategies and practices

We have a number of strategies and practices for promoting diversity and inclusion throughout the organisation. These include:

Recruitment and Selection

We strive to attract and retain a workforce that reflects the backgrounds, knowledge, experiences, and perspectives of the communities we engage with as an organisation.

We are committed to hiring people based on their merit, skills, experience and their alignment to our organisational values, without regard to disability, gender, sexual orientation, age, ethnicity, religion, parental status, or any other characteristic.

We actively promote diversity in the sourcing of candidates; our job descriptions and advertisements incorporate inclusive language and emphasise our commitment to diversity.

We aim to have an unbiased selection process, including a structured interview process that allows for reasonable adjustments to accommodate all candidates.

Talent, performance and remuneration

We have a structured performance management process, with measurable objectives set annually and a formal measurement conducted each year. Our people leaders are required to meet with their teams regularly throughout the year to monitor progress and performance. These processes assist us to have fair, equitable and consistent reward and recognition processes across the organisation.

We undertake an annual remuneration review process to set remuneration and discretionary bonus payments. As part of the process, we review pay equity and address any gender pay disparity where it exists.

The Count Remuneration and Nominations Committee (RemCo) is responsible for the succession planning of the organisation to ensure an appropriate mix of skills,

experience, expertise and diversity of the Board and in Senior Executive roles.

Learning and development

We actively provide opportunities for our staff to further their learning and development potential. Our staff have access to a wide range of skill development and learning programs relevant to their current role and future career aspirations, regardless of their demographic, seniority or role within the organisation.

We encourage ongoing education and training on diversity, equity, and inclusion topics to build awareness and skills among all our people.

Workplace conduct

We have a zero-tolerance policy for any form of discrimination, harassment, or bias. We will not tolerate unlawful workplace conduct, namely: discrimination; harassment; sexual-harassment; sex-based harassment and or workplace bullying and victimisation. Our Respectful Workplace Behaviours Policy and Grievance Policy provides procedures for reporting and addressing such behaviour.

Flexible working and leave arrangements

We support various forms of flexible working and leave arrangements to accommodate diverse needs, assisting our staff to thrive in their work and successfully balance work and life priorities. Our arrangements can be found in the Count Leave Policy and Flexible Work Arrangements Policy.

Gender diversity

At the Corporate level, we have adopted the ASX Recommendations and set specific targets for female participation across the various levels within the organisation. Our gender diversity targets and progress to achieve them are assessed by the Count Board annually. The results are publicly communicated in our Corporate Governance Statement available on our internet.

We have implemented initiatives such as leadership development, succession planning and coaching to support women to move into leadership roles and board positions.

6. Roles and Responsibilities

Count Board

The Count Limited Board is responsible for the Count Diversity Policy.

Remuneration and Nominations Committee

To assist the Board in discharging its responsibilities, the Board has established and delegated certain functions to the Count Remuneration and Nominations Committee (RemCo).

RemCo's role includes but is not limited to:

- Developing succession plans to ensure an appropriate mix of skills, experience, expertise and diversity of the Board and in Senior Executive roles
- Approving Count's recruitment, retention, and termination policies and procedures
- Preparing a board skills matrix considering the appropriate skills, knowledge, experience, personal attributes, diversity and any other criteria
- Determining whether there is any gender or other inappropriate bias in remuneration for Directors, Senior Executives and other employees and making recommendations to the Board in that respect.

All people leaders

- Adhering to this policy and supporting procedures at all times
- Demonstrating and reinforcing Count's commitment and approach to diversity, including contributing to, and maintaining a safe, respectful, and inclusive workplace
- Supporting and taking action to resolve any diversity concerns quickly and in line with the Count Grievance Policy.

Our people

- Adhering to this policy and supporting procedures at all times
- Contributing to, and maintaining, a safe, respectful, and inclusive workplace.

Document Control

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