

Straker Translations Limited

Diversity and Inclusion Policy

1. Straker's approach to diversity and inclusion

At Straker Translations Limited (**Straker**), we value diversity and inclusion and the benefits these bring to our business. We recognise that embracing diversity and inclusion at Straker brings the following advantages to the way we do business by:

- accelerating innovation through embracing the unique experience, ideas, skills and perspectives of our people;
- helping us to attract and retain top talent and to bring out the best in everyone; and
- enabling us to better reflect and serve our customers, partners and the diverse communities which we interact with every day.

By driving better outcomes through diversity and inclusion, we believe this can amplify our positive impact on the world.

By embracing **diversity**, we mean acknowledging, appreciating and celebrating all the ways we are different in all its forms, both visible and not visible. It includes differences that relate to gender, age, culture, ethnicity, race, disability, family status, language, religion, sexual orientation, gender identity as well as differences in background, skills, work styles, perspectives and experience.

We know diversity is important but it is through **inclusion** that we really tap into the potential and power of our differences. Inclusion means all Straker employees have a sense of belonging, fairness, feel valued and respected and can play their part in creating business success.

2. Our Key Principles

Our approach to diversity and inclusion is summed up in our key principles:

Principle 1: Reflecting and serving our diverse customers

We value diversity because it reflects and serves our customers and ensures our people thrive

We're committed to embracing diversity because it's not only the right thing to do, it's the smart thing to do.

Diversity makes us stronger, more innovative and it directly benefits our people, our products and our community. The diversity of our directors, employees and contractors should reflect our customers and the diverse communities we work with every day.

Principle 2: Valuing women

We value women in the workplace and in the technology sector

We know that diversity is a broad concept but we have a focus on gender diversity as we are committed to getting more women into the technology sector. We work to remove any barriers to the fair participation of women in our workplace and to address areas where gender diversity may be improved. We also monitor the glass ceiling by exploring the reasons why females at mid and senior levels leave our business or if their careers have stalled for any reason.

Our board of directors is committed to achieving greater gender diversity within Straker and is accountable under this Diversity and Inclusion Policy for setting measurable objectives for achieving gender diversity, and for assessing annually these objectives and Straker's progress in achieving them (see section 3).

Principle 3: Accountability

We're all accountable to create an inclusive culture

We believe none of us is as good as all of us. We're committed to an inclusive work environment, where people have a sense of belonging, feel connected and where difference is celebrated. We value collaboration, embrace authenticity and want everyone to feel comfortable to bring their whole self to work. All of us are accountable to create a culture where individual differences are supported, respected and valued. Our HR team looks for proactive ways to embed inclusion in all aspects of the employee experience. Our leaders across the business are expected to be role models and all Straker employees need to play their part in ensuring we create an inclusive culture at Straker.

Principle 4: Recognising the benefits of diversity in new talent

We're committed to attracting diverse talent and hiring fairly

We're always looking to hire the best person for the job and to make fair recruitment and promotion decisions. Our selection is based on objective criteria, taking into account relevant skills, qualifications and experience. We want a diverse mix of applicants for roles and we're focused on attracting and selecting our people from a diverse pool of talent. We raise awareness of the impact of unconscious bias in the hiring process and what we can do to counteract this.

Principle 5: Supporting flexible working

We support flexible ways of working

Our focus is on having an agile work environment where every person can thrive and where we can support the unique needs of our people. We want our people to do the best work of their lives and to fulfill their career goals, while having the balance to focus on the things and people they love too.

That's why we're open to considering flexible ways of working and accommodating it where we can. We know it's not just a 'nice to have' for our people but it's good for Straker. Successful arrangements rely on shared responsibility, trust, consideration and courtesy from all involved. We raise awareness of our guidelines and provide our managers with coaching to support flexible working.

Principle 6: Equal pay

We're committed to equal pay for equal work

We're committed to equal pay for equal work and rewarding our people fairly. This means making sure our pay decisions are made free from unconscious bias. It also involves regular review to check for unjustifiable gender pay gaps and monitoring to ensure we're reflecting gender pay equity at all levels across our workforce.

Principle 7: Fostering diversity in our community

We have an obligation to champion diversity and inclusion in the community

We want to make a real difference by championing diversity and inclusion within the tech sector and our broader community. As a high profile company, we believe it's also our obligation to do this. Our commitment to diversity and inclusion should be reflected in our brand and communications. We also think it's important that our leaders are active diversity and inclusion champions in the community.

We're committed to continuous improvement in our efforts to achieve greater diversity and inclusion. We're driving this through a diversity and inclusion strategy that clearly outlines our key priorities. This includes a mix of activities including training, communications, engaging our internal champions and regular monitoring of our performance against stated objectives.

3. Straker's measurable objectives for gender diversity

In order to demonstrate and reflect Straker's commitment to achieving greater gender diversity within the workplace, Straker's board of directors intends to develop and set a number of measurable objectives for achieving gender diversity within our business. The measurable objectives to be set by the board of directors will be used to measure our progress in this area over its future financial years and will include appropriate and meaningful benchmarks that are able to be, and are, measured and monitored for effectiveness in addressing any gender imbalance issues that exist within the Straker group of companies.

Straker's board of directors will be responsible for assessing annually the measurable objectives and Straker's progress in achieving them, and developing new measurable objectives as determined necessary by the board.

4. Commitments of Straker's board under this Diversity and Inclusion Policy

In addition to setting and reviewing the measurable objectives set out in section 3 above, Straker's board of directors will be accountable for ensuring Straker's compliance with this Diversity and Inclusion Policy through the board's commitment to:

- a) oversee this Diversity and Inclusion Policy, including the review of its appropriateness and effectiveness;
- b) encourage and promote any other initiatives, policies and processes appropriate from time to time to encourage and promote diversity; and
- c) ensure compliance with the ASX Corporate Governance Principles and Recommendations in respect of diversity.

5. Application of Diversity Policy

This Diversity and Inclusion Policy applies to all of Straker's directors, employees and contractors.

This Diversity and Inclusion Policy is aspirational, and does not form part of a Straker employee's terms of employment, appointment or engagement with Straker. A departure from this Diversity and Inclusion Policy or a failure to meet any of the measurable objectives set in accordance with this Diversity and Inclusion Policy may result in reporting obligations for Straker, but is not intended to create direct legal obligations or consequences between Straker and its employees.

This Diversity and Inclusion Policy is not to be used by Straker, or any director, employee or contractor of Straker, to justify conduct which is contrary to any anti-discrimination or equal employment opportunity laws in any jurisdiction.

6. Review of policy

This policy will be reviewed at least every two years and may be updated from time to time as and when determined by Straker's board of directors.

Last reviewed: September 2018