

Policy

Diversity

1. Introduction

Diversity encompasses acceptance and respect. It's an understanding that each individual is unique and includes recognition of individual differences. A diverse workforce is one that recognises and embraces the diverse contributions that people bring to the organisation through their individual backgrounds, experiences, and perspectives. Diversity refers to all of the characteristics that make individuals different to each other such as gender, age, ethnicity, cultural background and more.

2. Diversity at TechnologyOne

At TechnologyOne we hire and develop great people and believe a diverse workforce is one of the reasons we are so successful. Our practices are committed to equality of gender, ethnicity, religious beliefs, age and social demographic. We value this diversity and recognise the individual contribution our people can make and the opportunity for innovation such diversity brings. We believe that we will achieve greater success by providing our people with an environment that respects the dignity of every individual, fosters trust, and allows every person the opportunity to realise their full potential.

TechnologyOne is committed to providing an inclusive workplace and our commitment extends to our interactions with customer and suppliers.

3. How do we foster diversity?

TechnologyOne's Workplace Diversity Program ensures our commitment to diversity is maintained through the establishment of new and existing people initiatives. In delivering these initiatives we will:

- Communicate the TechnologyOne Diversity Policy to all employees.
- Continue to promote a culture that provides a workplace free from discrimination and harassment.
- Investigate and take action against inappropriate behaviour including discrimination, harassment and bullying.
- Ensure that all of our employees have equal access to employment opportunities in the workplace.
- Treat everyone with dignity and respect.
- Meet the requirements of legislation.

4. What do we do?

We focus on our people, all of our people. Numbers and statistics are not our objective, workable practical solutions to achieving our team focused culture are. Our training, policies, HR processes and cultural pillars form the platform for how we work and how we behave at TechnologyOne. We focus on leadership, high performance and innovation, with respect for all.

Our philosophies include:

- The TechnologyOne Way
- Compelling Customer Experience Philosophies
- TechnologyOne Leadership Model.

Our philosophies are supported by:

- future leaders' workshops
- comprehensive on-boarding program
- individual development
- team development
- policies that support our people
- open doors so our people can raise anything, anytime.

5. Gender Diversity

The Board of Directors has established measurable objectives for achieving gender diversity. These objectives and progress in achieving them will be reviewed annually and reported to the Board of Directors. Progress against these objectives will be disclosed in the company's Annual Report.

6. Diversity Objectives

The Board has developed and has oversight of the following diversity objectives:

- Ensuring compliance with the published diversity policy.
- Not less than 30% of the Board to be of each gender by 2025 (to allow for the Board transition)
- 70% of all vacant roles are to have at least one female candidate shortlisted.
- Maintain reporting measures that are in compliance with both the ASX guidelines and Workplace Gender Equality Agency.
- Continue to identify employee feedback mechanisms through the review of existing forums and information provided as well as the identification of appropriate new mechanisms for employee consultation.
- Maintain existing educational programs that support diversity including but not limited to induction, on boarding and leadership programs.

7. More Information

More information may be obtained by referring to our policies on Anti-discrimination and Workplace Gender Equality, Workplace Bullying, Sexual Harassment, Concerns and Appeals.