

Diversity Policy

Sovereign Cloud Holdings Limited
(ACN 622 728 189)



1. Overview

- 1.1 Sovereign Cloud Holdings Limited (ACN 622 728 189) (**Company**) is committed to establishing and maintaining an inclusive workplace that embraces and promotes Diversity (defined below). The Company supports and encourages Diversity and inclusion at all levels: the Board, senior executives and its workforce generally.
- 1.2 The Company recognises the strategic and personal advantages that arise from a workplace where decisions are based on merit and where all Employees are treated equally. The Company does not tolerate discrimination, harassment, vilification or victimisation.
- 1.3 This Diversity Policy (**Policy**) sets out the Company's commitment to Diversity and inclusion in the workplace and provides a framework to achieve its Diversity goals.
- 1.4 This Policy should be read together with the Company's Statement of Values.

2. Definitions

- 2.1 In this Policy, unless the context otherwise requires:

ASX means ASX Limited (ACN 008 624 691) or the financial market conducted by it, as the context requires.

Board means the board of directors of the Company.

Diversity includes, but is not limited to, differences that relate to gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, cultural background, socio-economic background, perspective, or experience.

Employee means a person who is an employee, officer, or director of the Group.

Group means the Company and its subsidiaries.

3. Who does this Policy apply to?

- 3.1 This Policy applies to the Board as a whole, and to all Employees individually.

4. Benefits of this Policy

- 4.1 The Company has adopted this Policy to acknowledge and appreciate the positive outcomes that can be achieved through the diverse range of abilities and perspectives that Employees bring to the Group through their Diversity.
- 4.2 The Company understands that organisational performance is linked to an inclusive environment that embraces and promotes Diversity.
- 4.3 This Policy is specifically designed to assist the Company to reach its strategic goals by:
 - (a) ensuring that all Employees are treated with equality and respect;

- (b) facilitating employment opportunities based on appropriate recruitment processes of considering a range of employees and attracting, rewarding and retaining staff with a diverse range of skills and experience;
 - (c) facilitating succession planning under which gender diversity is a relevant consideration;
 - (d) developing flexible workplace practices to recognise and meet the diverse needs of Employees;
 - (e) building and maintaining a safe and open workplace;
 - (f) contributing to the community by fostering a culture of acceptance and teamwork; and
 - (g) meeting the Company's obligations under the ASX Corporate Governance Principles and Recommendations.
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5. Objectives

- 5.1 The Board will set measurable objectives (**Measurable Objectives**) in relation to each reporting period for achieving gender diversity, and other appropriate aspects of Diversity, in the composition of the Board, senior executives and workforce generally.
 - 5.2 The Measurable Objectives will include, at a minimum, the Company's objectives for achieving gender diversity.
 - 5.3 The Board will assess in relation to each reporting period the Group's progress towards achieving the Measurable Objectives.
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6. Recruitment

- 6.1 The Company recruits based on merit, ensuring that the most appropriately qualified and experienced person is employed for each role.
 - 6.2 The Company does not tolerate discriminatory behaviour in its recruitment or people management processes and ensures that all managers involved in recruitment and selection processes are appropriately trained.
 - 6.3 The Company's recruitment and selection practices at all levels are structured so that a diverse range of candidates are considered and to guard against any conscious or unconscious biases that might discriminate against certain candidates.
 - 6.4 The Company has a detailed training program aimed at enhancing the skills and knowledge of its Employees, and designed to foster the development of Employees.
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7. Flexible work practices

- 7.1 The Company supports flexible work practices to assist Employees to manage their personal and work commitments.
- 7.2 The Company offers Employees on extended parental leave the opportunity (without any obligation) to maintain their connection with the Company, by allowing such

Employees to receive all-staff communications, and to attend work functions and training programs.

8. Responsibilities

8.1 The Board has responsibility to:

- (a) oversee this 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;
 - (c) set Measurable Objectives in relation to each reporting period;
 - (d) assess in relation to each reporting period the Group's progress towards achieving the Measurable Objectives; and
 - (e) ensure compliance with the ASX Corporate Governance Principles and Recommendations in respect of Diversity.
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9. Publication of this Policy and the Company's progress

9.1 This Policy will be available on the Company's website.

9.2 The Company will provide information in its annual report regarding:

- (a) key features of this Policy;
 - (b) the Measurable Objectives and the Group's progress towards achieving them; and
 - (c) the respective proportions of men and women on the Board, in senior executive positions and across the whole workforce.
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10. Employee rights and obligations

10.1 This Policy does not form part of an Employee's terms of employment, appointment or engagement with the Group. A departure from the Policy or a failure to meet Measurable Objectives may result in reporting obligations for the Company, but is not intended to create direct legal obligations between the Group and Employees.

10.2 This Policy is not to be used by the Group, or any Employee, to justify conduct which is contrary to any anti-discrimination or equal employment opportunity laws in any jurisdiction.

11. Review of this Policy

11.1 The Board will review this Policy periodically to ensure that it is operating effectively and consider whether any changes are appropriate. This Policy may be amended by resolution of the Board.