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## Diversity policy

NTAW Holdings Limited  
ACN 095 843 020

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## 1. Introduction

- 1.1 NTAW Holdings Limited ACN 095 843 020 ("**Company**") has adopted this diversity policy ("**Policy**") to demonstrate its commitment to promoting a culture where diversity and inclusion is embraced and recognises the organisational capability and business performance that can be achieved through a diverse workplace. The Company is committed to providing an environment in which employees have equal access to opportunities available at work, are not judged by reference to unlawful or irrelevant attributes and have a genuine feeling of belonging.
- 1.2 We recognise and value the uniqueness of every individual, and we actively encourage and celebrate diverse attributes. The purpose of this Policy is to affirm our commitment to fostering a culture of inclusion where everyone is treated with respect and diversity is embraced as a strength.
- 1.3 This Policy applies to all executive and non-executive directors, officers, employees, contractors and consultants of the Company and its controlled entities (collectively, "**Employees**"). The Company's executive team, management, and senior staff at all levels are responsible for ensuring those reporting to them are made aware of, and understand, this Policy.
- 1.4 This Policy is not intended to be incorporated as a contractual document and does not create any enforceable legal entitlements on behalf of any employee. The Company may review or change this Policy at any time. If any part of this Policy is contrary to law or an industrial instrument, the law or industrial instrument will apply to the extent of the inconsistency.

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## 2. What does inclusion and diversity mean?

- 2.1 **Diversity** means difference in all forms, visible and non-visible. It covers all aspects of difference, such as gender, ethnicity, marital or family status, religion, culture, language, sexual orientation, gender identity, disability and age, as well as differences in background and life experience.
- 2.2 **Inclusion** is about respecting and valuing the differences that exist within our workforce and making reasonable adjustments where required.

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## 3. Responsibilities

Inclusion and diversity are everyone's responsibility.

<b>Team members</b>	Team members are expected to value and respect the differences in others and speak up about behaviour that isn't consistent with this Policy.
<b>Leaders</b>	Leaders are expected to model and promote behaviours that reflect our values. They should actively advocate for inclusion in everyday practice and make genuine efforts to balance the needs of both team members and the business when applying this Policy.
<b>Board</b>	Responsible for governance, setting diversity and inclusion key performance indicators (KPIs), monitoring progress, disclosures, and oversight of diversity and inclusion.

<b>Contractors and Suppliers</b>	<p>We expect all contractors, suppliers, and third-party partners to uphold the principles of diversity, equity, and inclusion in their interactions with our organisation and its people. This includes:</p> <ul style="list-style-type: none"> <li>• <b>Respecting individual differences</b> and treating all individuals with dignity and fairness.</li> <li>• <b>Complying with anti-discrimination laws</b> and our internal policies.</li> <li>• <b>Creating inclusive environments</b> within their own operations and when working on our premises or with our teams.</li> <li>• <b>Supporting our commitment to diversity</b> by ensuring their practices do not undermine our values or culture.</li> </ul> <p>We reserve the right to review and reconsider relationships with contractors or suppliers who do not align with these expectations.</p>
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## 5. Commitment

5.1 We're committed to fostering an inclusive culture that reflects a diverse workplace, where team members openly share their unique perspectives, challenge the status quo, and contribute their experience to achieve the best possible business outcome. To achieve this, our goals are to:

- attract, engage, and retain unique talent so we can achieve our strategic objectives;
- leverage individual strengths to harness greater innovation;
- treat all team members fairly and with respect, and foster an environment free of discrimination;
- advocate for inclusion and diversity; and
- ensure all people-related decisions are made free from bias.

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## 6. Actions

6.1 We aim to promote inclusion and diversity through the following actions:

- attracting and retaining team members with a diverse mix of skills and experience;
- report gender progress annually to the Workplace Gender Equality Agency;
- supporting flexible working arrangements where practicable;
- encouraging team members to participate in and celebrate days of significance to show support for other team members;
- reviewing processes and systems on an ongoing basis to identify any significant trends or biases and developing actions to mitigate these; and
- demonstrating zero tolerance towards behaviour that is inconsistent with this Policy.

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## **7. Support**

- 7.1 Employees are encouraged to speak up if they become aware of any behaviours inconsistent with the Policy.
- 7.2 The Company is committed to taking appropriate action where a complaint is raised and an investigation may follow in line. Any substantiated breach of the Policy will be dealt with seriously and may result in disciplinary action. Discrimination, harassment, vilification and victimisation will not be tolerated.
- 7.3 If an Employee is not, for any reason, comfortable speaking directly to their manager and/or the Company Secretary, the Company has a Whistleblower Policy (available at <https://ntawholdings.com.au/investors-asx-announcements/corporate-governance>) which affords certain protections against reprisal, harassment or demotion for making the report.
- 7.4 In addition, Converge International, our employee assistance program, is a professional, confidential, and free counselling service available for our employees.

Australia      1300 687 327 [EAP Provider Australia | Converge](#)

New Zealand      0800 327 669 [EAP Provider New Zealand | EAP Services](#)

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## **8. Application of this Policy**

- 8.1 If any part of this Policy is contrary to law of an industrial instrument, the law or industrial instrument will apply to the extent of the inconsistency.
- 8.2 This Policy is subject to review by the Company and may be changed or revoked at any time.
- 8.3 If an employee has a valid reason for not complying with this Policy, they should contact management so management can consider whether to grant an exception.

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## **9. Approval and review of Policy**

- 9.1 This Policy was approved by the Board on 28 October 2025.
- 9.2 The Board will review this Policy periodically to ensure that it is operating effectively. This Policy may be amended by resolution of the Board.

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## **10. Questions**

- 10.1 For questions about the operation of this Policy or its application in any particular situation, please contact the HR Manager at [PetaW@ntaw.com.au](mailto:PetaW@ntaw.com.au).