

Diversity Policy

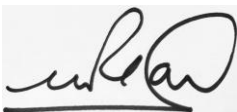
Verbrec is committed to having a workforce that is reflective of the diversity present in the communities in which we work.

Diversity includes having team members of different gender identification, ethnicity, cultural background, appearance, age, race, religion, disability status, national origin and sexual orientation. Diversity also includes having team members of different personal characteristics and experiences, such as leadership and communication styles, career path, life experience, educational background, marital status, parental status, and other variables that influence personal perspectives.

Verbrec is committed to not only having a diverse workforce but also to ensure that the associated differences are recognised, respected, valued and celebrated. Verbrec recognises that a range of perspectives and experience that results from such diversity is a business strength – one that brings a broader variety of ideas, leads to more holistic decision making and promotes innovation - and thus strengthens business success.

Given that Verbrec seeks to have workforce that is reflective of the communities in which we work, we recognise that that historically our business has had an under-representation of some groups, including an under-representation of team members who are non-male gender, and team members with an indigenous background in some regions. Our recruitment and employment procedures and practices shall be tailored to address this imbalance over time.

This policy is fully supported by our Equal Opportunity Policy and our Anti-Discrimination Policy.



Mark Read

Chief Executive Officer

28 April 2023

Date