

Diversity and Inclusion Policy

1. Policy Statement

Gentrack's Diversity and Inclusion Policy (the **Policy**) provides a framework to effectively embed and support a diverse workforce and inclusive workplace for all employees of Gentrack and its subsidiaries.

2. Definitions

For the purposes of this policy, the term "**diversity**" includes but is not limited to, gender, age, ethnicity and cultural background.

3. Purpose of this policy

This Policy is designed to ensure Gentrack recognises the value of a diverse and skilled workforce and is committed to creating and maintaining an inclusive and collaborative workplace culture.

This Policy sets out Gentrack's objectives for achieving workplace diversity and inclusiveness, how it will achieve those objectives and how it will measure those achievements.

4. Scope and fit

This is a corporate group policy and applies to all employees within Gentrack and its subsidiaries.

5. Policy detail

Gentrack's commitment to diversity and inclusion

Gentrack recognises that building a diverse and inclusive workplace culture will result in enhanced relationships with stakeholders, better customer service, improved financial performance and a stronger corporate reputation.

Gentrack is dedicated to creating an inclusive environment where all of our employees are encouraged to reach their full potential and individual differences are valued and respected.

Therefore, Gentrack's commitment to recognising diversity and inclusion extends to all areas of the business including, but not limited to:

- a) Attraction and Selection;
- b) Talent Development;
- c) Capability Enhancement;
- d) Board Appointments;
- e) Retention of Employees;
- f) Mentoring and Coaching Programmes;
- g) Flexible Work Arrangements;
- h) Succession Planning; and
- i) Forms of leave available to employees.

Measurable objectives

The Gentrack senior management team will assist the Board in establishing measurable objectives for achieving diversity. Those measurable objectives currently relate to:

- a) Diversity in leadership (in accordance with the Diversity Strategy);
- b) Diversity in workforce planning, specifically age (in accordance with the Diversity Strategy); and
- c) Diversity in ethnicity more representative of the countries, communities and customer and stakeholder groups in which we operate (in accordance with the Diversity Strategy).

The Board will assess annually both the measurable objectives and the Gentrack group's progress towards achieving them and that the appropriate disclosures are made in the Annual Report.

Initiatives

The Gentrack senior management team will support the ongoing education and enhancement of diversity and inclusion initiatives as part of the Gentrack employment experience, such as:

- a) Flexible work practices;
- b) Diversity support and education; and
- c) Respect and inclusion.

Implementation

To achieve the objectives the Gentrack senior management will:

- a) Consider best practice and contemporary topics in diversity and flexibility;
- b) Implement, oversee and review a diversity and inclusion strategy;
- c) Recommend measurable objectives to the Board for approval;
- d) Ensure Gentrack's culture and internal processes are aligned with and promote Gentrack's commitment to diversity and inclusion;
- e) Communicate clear expectations for leaders and employees regarding the actions, conduct and behaviour that support a diverse workforce and inclusive workplace; and
- f) Provide the relevant training to employees within Gentrack, including induction and refresher training.