



Diversity

Policy

POL-LGR-GNP-0004

GenusPlus Group Limited and its subsidiaries (Genus or Company) acknowledge the positive outcomes and corporate benefits that can be achieved through a diverse workplace, including the ability to attract, retain and motivate directors, officers, and employees from the widest possible pool of available talent.

Genus recognises and utilises the contribution of diverse skills and talent of its officers and employees.

Diversity extends beyond professional skills, competencies, gender and includes, but is not limited to marital or family status, sexual orientation, gender identity, age, disabilities, religious belief, cultural background, socio-economic background, perspective, and experience.

Genus also recognises that in order to have a properly functioning diverse workplace, discrimination, bullying, harassment, vilification, and victimisation cannot and will not be tolerated.

This policy applies to all officers, employees and all people who work at Genus, including contractors and consultants.

1. Diversity Strategy

Genus seeks to maintain and continuously improve the diversity of our workforce through a range of strategies:

- Setting measurable objectives to improve diversity across all levels of the organisation, with a focus on achieving gender diversity;
- Ensuring recruitment and selection practices are merit-based, considering skills, qualifications, and experience, while actively addressing conscious and unconscious biases to promote a diverse range of candidates;
- Designing and implementing programs to develop a broader and more diverse talent pool and developing employees skills for progression to more senior roles over time;
- Promoting a corporate culture and values that support diversity and inclusion while maintaining a commitment to high performance;
- Supporting employees with domestic responsibilities through flexible work practices and providing opportunities to maintain workplace connections during periods of parental leave;
- Including gender diversity as a relevant consideration in development and succession plans for directors and senior management;
- Continuing to report monthly on our ethnic and cultural diversity proportions to the Board and senior leadership team;
- Providing a respectful and inclusive workplace where all employees are treated fairly, and decisions are based on merit; and
- Promoting awareness of diversity initiatives and taking action to address any identified constraints to achieving diversity success.

2. Responsibility and Accountability

The Board of Directors will review Genus’s diversity strategy annually and will monitor its progress.

This policy will be reviewed regularly and updated as necessary to ensure it continues to operate effectively and supports Genus’s commitment to workplace diversity. Directors, officers, employees, and all those engaged in activities under Genus’s operational control share the responsibility for supporting workplace diversity.

3. Reporting

This Policy is made available publicly under the "Corporate Governance" section of Genus’s website.

Genus’ annual report includes measurable objectives for achieving diversity and Genus’s progress toward these objectives.

Genus reports on the proportions of genders on the Board, in senior executive roles, and across the organisation in accordance with the Workplace Gender Equality Act 2012 (Cth).

4. Document Information

Company Details
GenusPlus Group Ltd ACN 620 283 561 Adopted and approved by the Board of Directors.

6.1 Document History

Rev	Date	Author	Approver	Details of Amendment
0	14/10/2020	DW	Bod	Draft
1	14/10/2020	DW	BoD	Issued for Use
2	15/12/2021	DW	BoD	Annual Review
3	05/09/2023	DW	BoD	Review conducted, minor amendments
4	27/09/2024	DW	BoD	Annual review conducted. Aligned policy with worker terminology.
5	03/02/2025	MD	BoD	Policy has been reviewed by the Board of Directors with updates made. Approved and endorsed by the BoD on the 31/01/2025.

6.2 Definitions & Abbreviations

Term	Definition
ASX	Australian Securities Exchange (ASX Limited)
BoD	Board of Directors
GNP	GenusPlus Group Ltd