

# Diversity, Equity and Inclusion Policy

November 2023

## OVERVIEW

We see diversity, equity and inclusion as a source of strength. We know that the more different perspectives we have in our team and, the more inclusive our behaviours are, the better equipped we'll be to meet the demands of our diverse global customer base and deliver on our business goals. We will work hard to make sure everyone is included within our organisation, removing barriers and obstacles to give everyone an equal opportunity to succeed from point of application and on, throughout their career with us.

We want every person who joins our team, every customer, and every supplier to feel valued and welcome.

We believe in equality and inclusion regardless of age, ethnicity, cultural background, gender identity, marital or family status, religion, disabilities, socioeconomic background or sexual orientation. This applies throughout our group, around the world with no exceptions.

We capture this ethic in our 'Being Purple' ways of working, Computershare's cultural framework. Our first pillar, 'Work well together' provides clear expectations relative to diversity of all our people along with additional focus points for managers and senior leadership.

Specifically:

- > Discrimination, harassment and victimisation will not be tolerated in any way at Computershare;
- > We offer reasonable accommodations for employees to provide equal access to opportunities, resources, and materials to help them succeed;
- > We aim to recruit from the widest possible talent pool for our business and to utilise recruitment processes that are structured to provide a level playing field at all levels of the organisation;
- > All employees undertake training to help reduce any conscious or unconscious bias;
- > We hire, develop, reward, promote and retain people purely based on their talents, commitment, potential and the results they achieve;
- > Our talent management programs are designed to be inclusive and to give talented individuals the opportunity to progress with the aim, over time, of increasing diversity at senior levels;
- > We offer flexible working practices in order to support global working, carers and parents;
- > We make it easy for those on extended leave to keep in touch with the company and their colleagues should they wish to do so.

This policy may only be amended with the approval of the Board of Computershare Limited. This version of the Policy was approved by the Board in November 2023.