

Diversity and Inclusion Policy

Purpose

RightShip is committed to building an inclusive working environment where all employees genuinely feel welcomed, valued and where difference is promoted and respected.

Scope

This Policy applies to all RightShip employees and contractors and anyone they may come into contact with while working for RightShip.

The terms of this Policy do not form part of an employee's contract of employment and the policy may be varied, replaced or terminated at any time without notice at RightShip's discretion.

Policy statement

RightShip is committed to establishing and maintaining an inclusive workplace that embraces and promotes diversity and which respects all our people's fundamental human rights.

Diversity within the business is a priority. A diverse and inclusive workplace will contribute to the achievement of RightShip's organisational strategic objectives including by:

- driving business results;
- enhancing reputation; and
- attracting, recruiting, engaging and retaining a diverse team of talented people.

Our Policy is based on our commitment to diversity and respect for human rights as well as the strong business benefits that accrue from effectively managing diversity, the value that difference brings to our organisation, recognition of the diversity that exists among the customers that we serve, and the need for flexibility that exists within every progressive organisation.

For purposes of this Policy and the implementation of it, "diversity" includes differences that relate to gender, age, ethnicity, disability, sexual orientation, religion and cultural background. Diversity also includes differences in social diversity, neuro-inclusivity, life

experience, communication styles, interpersonal skills, education, functional expertise, and problem-solving skills.

Discrimination on the grounds of some personal characteristics/attributes is prohibited by anti-discrimination legislation. However valuing diversity is broader, where differences are recognised and valued by RightShip in a positive and proactive way.

An inclusive workplace:

- values the diversity of its employees, customers and stakeholders;
- upholds the right of every employee to be treated with respect and fairness whilst performing their work;
- is fair and equitable; and
- is free of discrimination, harassment, bullying and other unlawful behaviour.

Measurement and reporting

The RightShip Executive Team aims to set measurable objectives with respect to the application of diversity and inclusion.

Management will report to the board annually on the application of this Policy to the activities of RightShip.

References

RightShip documents

- RightShip Code of Conduct
- Equal Employment Opportunity, Anti-Discrimination, Bullying, Harassment and Victimisation Policy
- Dispute Resolution Policy and Procedure
- Recruitment Policy
- Performance Management Policy
- Flexible Working Policy

Policy ownership and review

This Policy is owned by the Chief Executive Officer.

This Policy requires the annual approval of the Chief Executive Officer.

Procedural Version Control

| No. | Date approved | Date effective | Section amended | Authorised by |
|-----|---------------|----------------|-----------------|---------------|
| 1 | February 2021 | February 2021 | Initial release | CEO |
| 2 | February 2023 | February 2023 | Annual approval | CEO |