

ACRUX LIMITED

DIVERSITY AND INCLUSION POLICY



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1. OVERVIEW OF THE POLICY

The Directors and management of Acrux Limited (the 'Company') recognise the benefits of an inclusive workforce that values diversity within the Company. A diverse and inclusive workplace can assist in achieving the Company's strategic goals and increase value to shareholders.

Acrux is committed to building and maintaining a diverse and inclusive workplace across all levels of the company and the Company's Code of Conduct reinforces this commitment to providing a fair and safe workplace which is free of bias and discrimination. A diverse and inclusive workplace attracts, retains and motivates employees from a wide pool of available talent and at all levels, Acrux promotes and recruits talent which is most closely aligned to the qualifications and experience required to perform each role.

2. OBJECTIVES AND PURPOSES

2.1 Purpose

This policy states the Company's commitment to an inclusive workplace which values different personal attributes, experiences, perspectives, culture, skills and backgrounds. The Company has considered the ASX Corporate Governance Principles in establishing its Diversity and Inclusion Policy.

Diversity includes, but is not limited to gender, age, disability, ethnicity, marital or family status, religious or cultural background, sexual orientation and gender identity.

Inclusion occurs when people feel, and are, valued and respected regardless of their personal characteristics or circumstances.

The Board supports that a diverse and inclusive workplace attracts, retains and motivates employees from a wide pool of available talent and that conscious or unconscious biases are to be avoided when considering candidates for promotion or recruitment. At all levels, the Company will promote and recruit talent which is best aligned to the qualifications and experiences required to perform the role.

2.2 Reporting non-compliance and grievances

Employees are firstly encouraged to speak to their direct manager or the HR Manager but should there be genuine and serious concerns about non compliance with this Policy or other unresolved matters, the procedures to further elevate the issue are outlined in the Company's Employee Handbook and Code of Conduct.

2.3 Application

This policy applies to Directors and all employees of the Company.

3. ACCESS TO THE POLICY

This policy is available to be viewed by any person on the Company's website.

Questions employees may have about this policy and its application should be firstly directed to the employee's direct supervisor or to the HR Manager.

Questions shareholders and members of the public may have about this policy and its application should be directed to the Company Secretary.

4. REVIEW OF POLICY

The Company's Board of Directors approved this policy on 18 January 2023.

The Board will review this policy as often as the Board determines appropriate and make any changes it determines necessary or desirable.