

Diversity Policy

Frontier Digital Ventures Limited

ACN 609 183 959

Adopted by the Board on 2nd August 2016

Reviewed by the Board on 21 June 2021

1.1 Overview

The Board of directors of Frontier Digital Ventures Limited (the **Company**) is responsible for the overall management of the Company, including guidance as to strategic direction, ensuring best practice corporate governance and oversight of management. The Company recognises that people are its most important asset and is committed to the maintenance and promotion of workplace diversity. This includes commitment to inclusion at all levels of the organisation, regardless of gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, cultural background and socio-economic background, perspective and experience.

Diversity drives the Company's ability to attract, retain, motivate and develop the best talent, create an engaged workforce, deliver the highest quality services to its customers and continue to grow the business.

The Board has formally approved this Diversity Policy (**Policy**) in order to address the representation of women in senior management positions and on the Board, and to actively facilitate a more diverse and representative management and leadership structure.

1.2 Scope

The Company's vision for diversity incorporates a number of different factors, including gender, ethnicity, disability, age and educational experience. At a Board and senior management level, gender has been identified as an area of focus for the Company. Accordingly, the primary focus of this Policy is achieving, over a reasonable transition period, adequate representation of women in senior management positions and on the Board.

The strategies outlined below aim to achieve the objectives of this Policy by:

- broadening the field of potential candidates for senior management and Board appointments;
- increasing the transparency of the Board appointment process; and
- embedding the extent to which the Board has achieved the objective of this Policy in the evaluation criteria for the annual Board performance evaluation.

1.3 Promoting diversity

In order to facilitate greater diversity in the workforce and in senior management and leadership roles, the Company will:

- introduce and supplement the measures outlined in this Policy;
- implement policies which address impediments to diversity in the workplace (including, parental leave and flexible working arrangements that assist employees to fulfil their domestic responsibilities), and review these policies to ensure that they are available to and utilised by employees; and
- monitor the effectiveness of, and continue to expand on, existing initiatives designed to identify, support and develop talented employees from a diverse range of backgrounds.

The Company will disclose in its Annual Report the proportion of men and women employees in the Company as a whole, in senior management and on the Board or, if applicable, the Company's most recent "Gender Equality Indicators" as defined by the *Workplace Gender Equality Act 2012* (Cth).

1.4 Disclosure of Policy

A summary of this Policy and the Company's achievement of the Policy's objectives will be disclosed in the Company's Corporate Governance Statement.

1.5 Review of Policy

The Committee is responsible for the review and oversight of this Policy. In executing this role, the Committee will, with the appropriate support and input from management, review on an annual basis, the division of responsibilities and accountability for developing and implementing diversity initiatives across the organisation

Document Control

Document Control No.	Document Date	Review / Amended	Board Approval Date	Responsible Person
FDV Diversity Policy_	2 August 2016	Adopted	2 August 2016	Mertons
FDV Diversity Policy Feb 19 Final	25 February 2019	Amended	25 February 2019	Mertons
FDV Diversity Policy	21 June 2021	Amended	21 June 2021	Mertons