

Diversity Policy

Frontier Digital Ventures Limited

ACN 609 183 959

Adopted by the Board	2 August 2016
Reviewed by the Board	24 June 2024

1.1 Overview

The Board of directors of Frontier Digital Ventures Limited (“Frontier” or 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, age, cultural background, ethnicity, sexual orientation, marital or family status, religious beliefs, disabilities, socio-economic background, perspective or 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. The Board will be committed to oversee the Diversity Policy including the review of its appropriateness and effectiveness from time to time to ensure compliance with the ASX Corporate Governance Principles and Recommendations in respect of diversity.

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 determined by the Board, 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 Application of Diversity Policy

The Diversity Policy applies to all of the Company's directors, permanent and casual employees and contractors. A departure from this Policy or a failure to meet any of the measurable objectives which may be set from time to time in accordance with this Policy (as appropriate) may result in reporting obligations for the Company but is not intended to create direct legal obligations or consequences between the Company and its employees.

This Diversity Policy must not be used by the Company, or any directors, employees or contractors of the Company to justify conduct which is contrary to any anti-discrimination or equal employment opportunity laws in any jurisdiction. This Policy applies to the extent that it does not conflict with equal employment opportunity and anti-discrimination legislation in jurisdiction in which the Company operates.

1.5 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 in accordance with any requirements under the ASX Corporate Governance Principles and Recommendations, to the extent considered appropriate for the Company having regard to its circumstances at the relevant time.

1.6 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.