



DIVERSITY POLICY

Purpose

8common favours people who believe any goal is achievable. Those who understand teamwork, generate ideas, use company money wisely, work with integrity, are energetic, enthusiastic and determined. 8common recognises that workplace diversity, including gender, age, ethnicity and cultural background is a key contributor to our business success.

8common is committed to promoting diversity and providing a respectful environment where employees and others in the workplace are treated fairly and all decisions are based on merit. Our policy is to recruit the right people for the right job regardless of race, gender, age, marital status, disability, sexual orientation, nationality, political or religious beliefs, or any other factor not relevant to their competence and performance.

Diversity Policy

8common will seek to maintain and improve the diversity of our workforce through a range of strategies including:

- the Board establishing measurable objectives for achieving improvement in the diversity mix of the workforce and in particular gender diversity;
- annual assessment, by the Board, of diversity objectives and progress towards achieving them;
- recruiting and managing based on merit and a person's skills and qualifications;
- promoting a workplace culture that supports difference and that enables each staff member to fully contribute to the best of their ability;
- providing a respectful environment where employees and others in the workplace are treated fairly and all decisions are based on merit;
- recognising and appreciating the diverse skills and knowledge of our employees;
- providing a workplace that is free from discrimination and harassment;
- identifying constraints to diversity success and taking action to address the issues;
- promoting this policy and awareness of our diversity initiatives.