

# **DIVERSITY POLICY**

## **FOR SPACETALK LTD (“THE COMPANY”)**

### **What is diversity?**

Diversity involves recognising and valuing the unique contribution people can make because of their individual background and different skills, experiences and perspectives, including persons with coexisting domestic responsibilities. Diversity may result from a range of factors including gender, age, ethnicity and cultural background.

### **Commitment to diversity**

This policy sets out the Company’s commitment to diversity in the workplace and provides a framework to achieve the Company’s diversity goals.

The Company is committed to creating and ensuring a diverse work environment in which everyone is treated fairly and with respect and where everyone feels responsible for the reputation and performance of the Company.

The Board of Directors and management believe that the Company’s commitment to this policy promotes a corporate culture which embraces diversity and contributes to achieving the Company’s corporate objectives.

### **Recruitment and selection processes**

In order to achieve diversity in our workforce, it is essential that recruitment of employees and selection processes are based on merit and are non-discriminatory.

**Review**

Each year the Company Secretary will review this policy and provide any recommendations for amendment to the Board.