

Diversity policy

Reliance Worldwide Corporation Limited

ACN 610 855 877

Adopted by the Board on 29 June 2021

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1 Overview

The Board of Directors of Reliance Worldwide Corporation Limited (“Company”) is responsible for the overall management of the Company and its subsidiaries (together “the Group” or “RWC”), including guidance as to its strategic direction, ensuring best practice corporate governance and the oversight of management. The Company recognises that people are its most important asset and is committed to the maintenance and promotion of workplace diversity.

The Company’s vision for workplace diversity incorporates a number of different factors, including race, colour, religion, creed, national origin or ancestry, ethnicity, gender, age, physical, sexual orientation or mental disability.

With this policy, the Company aims to create an inclusive environment that is free of harassment, unlawful discrimination, bullying, and victimisation while integrating diversity and inclusion into our culture, talent and business strategies.

2 Scope

All leaders, managers, and employees play a role in making the Company a diverse and inclusive place to work for everyone. Accordingly, the focus of this Policy is to achieve, over a reasonable time period, gender equality and diverse representation at all levels in the Group, including senior management positions and on the Board. While the Company strives for equitable representation of employees, the purpose of this policy is not to favor certain individuals or groups or have the effect of excluding other individuals or groups. The Company aims to create a workplace environment where all employees are treated with dignity, equality and respect.

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

- Setting measurable objectives relating to all dimensions of diversity, with a long-term goal of improving gender representation at all levels within the Company.
- Broadening the field of potential diverse candidates for senior management and leadership positions.
- Attracting, retaining, motivating and developing a diverse, skilled and engaged workforce.
- Reviewing the diversity objectives annually by leadership to gauge the Company’s progress and present its recommendations (including changes) for consideration and/or approval by the Board

3 Promoting Diversity

Diverse employees bring different perspectives, experiences, and opinions to identifying, addressing, and resolving issues. Teams with diverse members often are more innovative, creative, and collaborative than homogeneous teams. Diversity encourages team members to consider factors and issues that they might otherwise overlook, undervalue, or dismiss.

In order to facilitate greater diversity throughout all levels of employment, the Company will:

- Continue to listen, learn and act from the diverse experiences of our RWC colleagues;
- Recognise, celebrate and embrace the diversity and inclusion strategy within RWC;
- Through alignment with our published values, promote a high performing culture that encourages differences and fosters an inclusive environment where each employee can bring their authentic self to work.
- Introduce appropriate policies and practices to support the objectives of this Diversity policy.

4 Gender Representation review

On an annual basis, the Board through the Nomination and Remuneration Committee will review representation of gender across the Company. This includes senior management positions, board members, and all other employees across the workforce. The Nomination and Remuneration Committee will submit a report to the Board outlining its findings.

The Company will annually disclose the gender representation of employees in senior management, on the Board and in the Company as a whole. If applicable, the Company will publish the information in the most recent “Gender Equality Indicators” as defined by Australia’s Workplace Gender Equality Act 2012 (Cth).

5 Measurable objectives

Each year the Board will set measurable objectives with a view to progressing toward a diverse composition in the Board, senior executives and the entire RWC workforce. As part of this commitment to diversity and inclusion, the Company has developed multifaceted approaches which include:

- **Top-level support.** Senior leaders in the Group, alongside employee volunteers, will participate in Global and Regional Diversity Councils to design and implement diversity and inclusion initiatives and review progress in achieving these objectives.
- **Recruitment and Selection.** The Group will seek to attract, engage and develop an inclusive and diverse workforce by supporting initiatives that promote diversity in hiring and other employment opportunities.
- **Workplace Policies.** The Company will implement policies which address barriers that may have contributed to a lack of diversity in the workplace.
- **Workplace Education.** The Company will boost awareness by providing learning and development opportunities that support workplace respectfulness and sensitivity.
- **Employee Resource Groups.** The Company will support and internally publicise workplace employee resource groups and encourage employee participation.
- **Communication and Idea Sharing.** The Company will provide opportunities for ongoing dialogue on diversity issues.

6 Review of Policy

The Nomination and Remuneration Committee is responsible for the review and oversight of this Policy. In executing this role, the Nomination and Remuneration Committee will, with the appropriate support and input from management, review at least annually:

- The effectiveness of this Policy, its objective and the strategies outlined above, which aim to achieve the objective; and
- The division of responsibilities and accountability for developing and implementing diversity initiatives across the organisation.

The Committee will report to the Board on the outcomes of its review, including any recommendations for changes to those strategies or the way in which they are implemented.

7 Disclosure of Policy

This Policy will be published on the Company's website.

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.