

DIVERSITY AND INCLUSION POLICY OF SLI SYSTEMS LIMITED

Policy Statement

- 1 SLI Systems Limited (*SLI*) is committed to integrating diversity throughout its board, management team and business and creating an inclusive working environment in order to improve performance and gain a competitive advantage by attracting and retaining the most talented employees, broadening collective perspectives and therefore delivering superior results on a global scale.
- 2 SLI values its employees' unique backgrounds, views, experiences and capabilities as well as their beliefs, physical differences, ethnicity, gender, age, thinking styles, preferences and behaviours. SLI believes that a more inclusive workplace promotes innovation and enables greater diversity of thought which will lead to better business outcomes and create value for customers.
- 3 SLI is dedicated to building an inclusive workforce as it believes that strong companies are built from a unique blend of perspectives.

Purpose of this Policy

- 4 This Policy is designed to reinforce SLI's commitment to having a diversified, skilled and inclusive workplace.
- 5 This Policy sets out SLI's objectives for achieving workplace diversity and inclusiveness, how it will achieve those objectives and how it will measure its performance against those objectives.
- 6 This Policy complements other SLI policies such as its Code of Ethics and its Corporate Governance Code. In particular, under SLI's Corporate Governance Code, the board is responsible for ensuring that as a collective group, it has the skills, experience, knowledge, diversity and perspectives to fulfil its purposes and responsibilities.

Policy application

- 7 This Policy applies to the board of directors, senior management and all employees and contractors of SLI. Such persons are responsible for familiarising themselves with this Policy and ensuring their day-to-day activities are consistent with the principles and values it describes.

How Policy objectives will be achieved

- 8 The objectives of this Policy will be achieved through:
 - 8.1 ensuring that SLI, its directors and management, culture and procedures promote and support the attainment of the Policy objectives;
 - 8.2 developing initiatives and programmes to promote and contribute to the achievement of the Policy objectives;
 - 8.3 adding to and fostering the collective skills and experience of SLI's employees; and

8.4 monitoring and assessing progress towards achieving the Policy objectives.

- 9 SLI's commitment to recognising the importance of diversity extends to all areas of SLI's business, including recruitment, learning and development, succession planning, employee advancements and promotions, remuneration, retention of employees and SLI's policies and procedures.

Responsibility for this Policy

- 10 The board is accountable for this Policy. However, responsibility for implementing, reviewing, reporting and overseeing this Policy will be delegated to the Nominations and Remuneration Committee.

Measurable objectives

- 11 As part of SLI's approach to diversity and inclusion, the Nominations and Remuneration Committee will establish and separately record the measurable objectives for assessing performance against this Policy (including for achieving gender diversity).
- 12 To ensure continued focus and prioritisation, the Nominations and Remuneration Committee will assess SLI's performance against those objectives for the relevant period
- 13 In addition, each year SLI will review (and reset if necessary) the measurable objectives for achieving and promoting diversity and inclusion.

Reporting on Diversity

- 14 In order to ensure transparency and accountability, SLI will disclose in its annual report:

14.1 a summary of this Policy;

14.2 the measurable objectives set by the Nominations and Remuneration Committee for the relevant year;

14.3 a summary of the progress towards achieving the measurable objectives;

14.4 the relative proportion of females and males on the board and in SLI's senior management team; and

14.5 comparative figures drawn from the previous balance date of SLI of the gender composition of senior management and on the Board.

Review of this Policy

- 15 The board will review this Policy as required but at least every 12 months.