



Diversity and Inclusion Policy

14 March 2023

Diversity and Inclusion Policy

Statement

Thorn Group Limited (**Thorn**) is committed to actively promoting diversity in the development of an inclusive, dynamic culture and to enhance company performance.

Diversity and inclusion forms an essential part of Thorn's business strategy in maintaining competitiveness and relevance in our diverse markets for both the attraction and retention of employees and customers.

Thorn recognises that improvements in diversity and inclusion require deliberate initiatives, action and language to address barriers, create opportunities and begin the process of understanding. Supported by our Company Values; we look after our customers; we are all one team; we strive to improve; Thorn is focused on improving diversity and inclusion across the company, with the intention that employees and customers from all cultures, abilities, genders, sexual orientation and ages, will feel included, understood and welcomed in their dealings with Thorn.

Purpose

The purpose of this Policy is to demonstrate Thorn's commitment and approach to improving diversity and inclusion throughout the group.

Principles

Thorn has adopted the following principles in carrying out our diversity and inclusion commitment:

1. Recognise the needs of diverse groups, as well as individual needs within Thorn;
2. Remove existing barriers to inclusion, including any non-inclusive language, policies and practices;
3. Develop simple, clear and deliberate actions to improve diversity and inclusion across Thorn;
4. Implement a continuous improvement methodology; and
5. Ensure leadership accountability for improvements in diversity and inclusion.

Key Objectives

Thorn's diversity and inclusion objectives are:

- Cultivate a culture of inclusion, where employees and customers of diverse backgrounds and social identities feel a sense of belonging and are valued for their unique contributions;
- Develop cultural competency across Thorn, providing employees and leaders with improved awareness, knowledge and skills to effectively work with, manage and serve people from diverse backgrounds and social identities; and
- Comply with Equal Employment Opportunity and Anti-Discrimination legislation with respect to identified groups, ensuring the fair and equitable treatment of all employees and customers.

As a listed entity, Thorn recognises the importance of setting measurable objectives for achieving gender diversity in the composition of its board, senior executives and workforce generally (ASX Corporate Governance Principles and Recommendations 1.5).

Equal Employment Opportunity and Anti-Discrimination

Thorn is an Equal Opportunity workplace. All recruitment, selection, promotion and succession decisions will be made on the basis of merit, the skills, experience, and abilities of a candidate against the requirement of the role.

Our policies and practices support the equitable treatment for all members of the community and the

Diversity and Inclusion Policy

elimination of discrimination with particular reference to protected personal characteristics. Discrimination, harassment and vilification of any kind, will not be tolerated by Thorn.

Gender Equality

Thorn is committed to the principle of affirmative action for women and acknowledges its responsibilities under the *Workplace Gender Equality Act 2012*.

Thorn is committed to promoting and improving gender equality through the development of initiatives that will support the drive toward equal representation and pay within the Board, Senior Management and the organisation in general. Through succession and talent initiatives Thorn will seek to develop a more diverse pool of skilled and experienced employees, which, over time, will help to prepare them for senior management and board positions.

Thorn recognises the importance of supporting domestic responsibilities and flexible work practices for both women and men in the achievement of gender equality. Thorn provides equal access to paid parental leave and flexible work for both men and women and encourages continued engagement with employees on extended parental leave to maintain development and career opportunities.

Responsibilities

It is the responsibility of the Board, Senior Management and all employees to foster an environment where:

- Individual differences are respected;
- The ability to contribute and to access opportunities is based on performance, skill and merit; and
- Attitudes and behaviour toward others of all cultures, abilities, genders, sexual orientation and ages is underpinned by understanding and inclusion.

The Board is committed to the improvement of diversity and inclusion within Thorn and retains ultimate accountability for the achievement of the objectives under this Policy. For the purpose of day-to-day implementation of Diversity and Inclusion initiatives, the Chief Executive Officer, has primary responsibility for the administration of this Policy (including reporting to the Board).

Communication

Thorn is committed to the communication and promotion of this Policy internally to employees and externally to shareholders, suppliers, and the market and will display a copy of this Policy on Thorn's external website.

Policy Review

This Policy will be reviewed every two years or earlier as required if there are material changes in either the regulatory framework or business activities.

Feedback

Any comments or suggestion on improving diversity and inclusion at Thorn should be sent to the Chief Executive Officer.