



CORPORATE GOVERNANCE BACKGROUND

Cosmos Capital Limited (**Cosmos**) is committed to strong corporate governance principles. Each policy is periodically reviewed and updated from time to time by the board.

Key corporate governance policy documents will be made available to the public, online at cosmoscapital.io/corporategovernance

DIVERSITY POLICY

1. INTRODUCTION

- (a) This is the Diversity Policy of Cosmos Capital Limited ACN 636 458 912 and its related bodies corporate (**Cosmos**) and is designed to support Cosmos's commitment to diversity.
- (b) This Policy is also consistent with Cosmos's Statement of Values.

2. BENEFITS OF DIVERSITY

- (a) Workplace diversity refers to the variety of differences between people in an organisation. Diversity encompasses gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, cultural background, socio-economic background, perspective and experience.
- (b) Cosmos believes that diversity in its workforce is a key element to its success. Employees from diverse backgrounds with differing skill sets bring individual talents and experiences to their respective roles within Cosmos and enable Cosmos to:
 - (i) make better decisions by having access to a larger pool of ideas and experiences; and
 - (ii) better communicate with its stakeholders.
- (c) Cosmos also believes in the benefits of diversity in a competitive labour market and the importance of being able to attract, retain and motivate employees from the widest possible pool of available talent.
- (d) The Board recognises that a diverse workplace requires the absence of discrimination, harassment, vilification and victimisation, and that such behaviour will not be tolerated.



3. COMMITMENT TO DIVERSITY

- (a) Cosmos is committed to fostering a corporate culture that embraces and values diversity at all levels of the organisation, regardless of gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, cultural background, socio-economic background, perspective and experience.
- (b) In order to have an inclusive workplace, discrimination, harassment, vilification and victimisation cannot and will not be tolerated by Cosmos.
- (c) Cosmos is committed to ensuring that recruitment and selection practices at all levels (from the Board downwards) are appropriately structured so that a diverse range of candidates are considered and guarding against any conscious or unconscious biases that might discriminate against certain candidates.
- (d) Cosmos is committed to designing and implementing programs that will assist in the development of a broader and more diverse pool of skilled and experienced employees and that, over time, will prepare them for senior management and board positions.
- (e) Cosmos recognises that employees (female and male) at all levels may have domestic responsibilities and adopt flexible work practices that will assist them to meet those responsibilities.
- (f) Cosmos will provide opportunities for employees on extended parental leave to maintain their connection with Cosmos, for example, by offering them the option (without any obligation) to receive all-staff communications and to attend work functions and training programs.

4. BOARD SELECTION

- (a) Cosmos's Board Charter provides that the Board should comprise directors with an appropriate range of skills, experience, expertise and diversity.
- (b) The Remuneration and Nominations Committee is responsible for regularly reviewing the composition of the Board as a whole, and the contribution of current and potential directors to the mix of skills and experience available to Cosmos.

5. OBJECTIVES FOR ACHIEVING DIVERSITY

The Board is responsible for:

- (a) establishing measurable objectives for achieving gender diversity; and
- (b) assessing annually both the measurable objectives for achieving gender diversity and the progress in achieving them.

The Board will disclose in each Annual Report both its objectives for achieving gender diversity and its progress in achieving those objectives.



6. ROLES AND RESPONSIBILITIES

Every employee within Cosmos is responsible for supporting and maintaining Cosmos's corporate culture, including its commitment to diversity in the workplace.

7. REVIEW

This Policy will be reviewed periodically to check that it is operating effectively and whether any changes are required to the Policy.