



Diversity Policy (PC1.15)

Owner: Chief Financial Officer



1. Document Information

1.1 Document Control

Revision	Date (month year)	Role	Description of Change
	January 2023	Chief People Officer	Commencement

1.2 Document Review/Approval

Role	Date (month year)	Action
People & Culture Business Partner	September 2024	Reviewer

1.3 Retention Policy

This Policy document will be reviewed and updated in alignment with the Corporate Document Management Policy, or if there are any significant changes that impact this policy.



Policy Statement

A diverse workforce is one that recognises and embraces the value that different people can bring to an organisation through their gender, age, ethnicity, cultural background, marital status, sexual orientation and/or religious beliefs.

Integrated Research Limited (IR) aims to create an inclusive environment in which diverse experiences, perspectives and backgrounds are valued and utilised.

The Board believes that a diverse workforce participation at all levels broadens the pool for recruitment of high-quality employees, enhances employee retention, encourages greater innovation and improves corporate image and reputation which will ultimately enrich its corporate performance and enhance shareholder value.

This Diversity Policy reflects IR's commitment to workplace diversity and compliance with the Australian Securities Exchange (ASX) Corporate Governance Council's Corporate Governance Principles and Recommendations.

Promoting Diversity

IR promotes a diverse workplace by aiming to ensure that all employees and applicants for employment are fairly considered according to their skills, abilities and qualifications.

The following initiatives have been adopted by IR to assist with improving gender diversity:

- a) Communicating the IR Diversity Policy to all employees.
- b) Recruiting, hiring, promoting, and developing employees from diverse backgrounds and experiences to better reflect the communities we serve and create a more innovative and effective workforce.
- c) Treating everyone with dignity and respect.
- d) Meeting the requirements of legislation.
- e) Building and maintaining a safe work environment by taking action against inappropriate workplace and business behaviour (including discrimination, harassment, bullying, victimisation and vilification).
- f) Developing flexible work practices to meet the differing needs of our employees at different stages of their life cycle in the context of business requirements.
- g) Regularly reviewing pay equity to address any gender gaps.
- h) Ensuring equal employment opportunity where equal treatment is given to employment, training, promotion, and compensation.
- i) Providing ongoing training and development opportunities to increase awareness and understanding of diversity and inclusion, and to improve skills in working with people from diverse backgrounds.

Roles and Responsibilities

The Board is responsible for establishing and monitoring IR's overall diversity strategy and policy. IR's Nomination and Remuneration Committee is responsible for:

- a) Reviewing, noting, and monitoring the effectiveness of the Diversity Policy.
- b) Reviewing and setting the measurable objectives for achieving diversity.
- c) Reporting to the Board annually on those objectives.
- d) Reviewing the remuneration by gender and report this information to the Board together with any measurable objectives.



- e) Annually reviewing and reporting to the Board on the proportion of women in the IR workforce at three levels in the organisation (Board level, senior management, and the whole organisation), including benchmarking the data against relevant industry standards where possible.
- f) Conducting all Board appointment processes in a manner which promotes gender diversity, including establishing a structured approach for identifying a pool of candidates, using external experts where necessary.

Every employee is responsible for supporting IR's commitment to workplace diversity.

Communication

IR commits to the communication of this Diversity Policy within the company and to its shareholders and the market. A copy of this Diversity Policy along with the measurable objectives can be found on <https://www.ir.com/about-us/policies-and-statements>.

Review

The Board is responsible for reviewing this policy annually to ensure that it remains up-to-date and in the best interests of IR. This policy may be amended by resolution of the Board and was adopted by the Board on 19 January 2023.

Appendix – Measurable Objectives

IR believes that setting measurable targets and reporting on progress assists the achievement of the Company's diversity objectives, particularly in respect of improving the proportion of women employed by the Company.

	Objective	Target Date
1	Board - Not less than 35% of the Board to remain of each gender. As at 31 August 2024, female participation is at 20%.	30 June 2025
2	All Employees - The Board has set a goal of a minimum of 35% female diversity in its employee base. As at 31 August 2024, female participation is at 26%.	30 June 2025