

DIVERSITY POLICY

ABx Group Limited (Company or ABx) has adopted this diversity policy to guide the Company's employees and board of directors (Board) in developing and achieving its diversity objectives.

ABx values diversity among our workforce. The Company seeks to employ, retain and develop employees for the long term, assisting in their development and the development of the culture and values of the Company. This is done by promoting the value of different perspectives, ideas and benefits brought by engaging employees from all available talent.

This policy takes notice of the Principles of Good Corporate Governance and Best Practise Recommendations 2nd Edition as established by the ASX Corporate Governance Council (ASX Principles). However, this is not incorporated into (and does not form a part of) this policy.

Diversity

The Company seeks to develop a culture of diversity within the Company whereby a mix of skills and diverse backgrounds are employed by the Company at all levels. The Company values the benefits brought to the Company by employees from a variety of backgrounds including:

- gender
- age
- geographical location
- ethnicity
- cultural and religious background
- education
- experience
- flexibility

Statement of Corporate Goals

ABx strives to:

1. develop and maintain a diverse and skilled workforce through transparent recruitment processes
2. promote an inclusive workplace culture that values and utilises the contributions of all employees backgrounds, experiences and perspective though improved awareness of the benefits of workforce diversity
3. facilitate diversity in the workplace by developing programs that promote growth for all employees, so each employee may reach their full potential, and providing maximum benefit for the Company

review the demographic profile at all levels of the Company (considering any patterns or gaps that are apparent)

4. set measureable objectives to encourage diversity within the Company.

The Board, will develop objectives that will work towards achieving these goals. The objectives will be reviewed and analysed regularly to assist the Company to benefit from a diverse workplace. The analysis derived from the review of the objectives will be disclosed in the Company's annual report, demonstrating progress made towards achieving each objective.