

Diversity and Inclusion Policy

The Embark Early Education Limited Diversity and Inclusion Vision encapsulates “having a culture of diversity in which the unique contributions of all are recognised and valued, and that we promote an inclusive work environment that is fair, and free from bias, harassment and discrimination.”

The terms are defined as follows:

Diversity - The ways that we differ; gender, age, ethnicity, appearance, nationality, race, religion, sexual orientation, cultural background, family status.

Inclusion – Creating a work environment and culture where difference is valued and leveraged; and where everyone can learn, develop, contribute and achieve in the workplace.

Embark seeks to attract the best talent from the entire talent pool and in the process:

- By being regarded as a recognised leader in inclusion and leadership diversity;
- Leveraging diversity and inclusion for the growth and success of all our stakeholders.

To achieve this, Embark Early Education will extend diversity and inclusion into all areas of the business, including, but not limited to:

- Attraction, Selection and Retention of employees;
- Performance Management and Remuneration;
- Employment Arrangements;
- Flexible Working;
- Capability Development;
- Talent Management and Succession Planning;
- Board Appointments.

The Role of the Board

The Board Remuneration and People Committee, in consultation with Management, is responsible for overseeing the implementation, and ongoing monitoring of the Embark diversity and inclusion strategy, including:

- Ensuring measurable objectives are in place to support the strategy;
- Regularly overseeing Diversity and Inclusion programs, objectives and progress;
- Reviewing statutory Diversity and Inclusion data in any annual reporting as required by ASX listing rules.

The Role of Management

To achieve the objectives stated above, the Embark Senior Leadership Team will:

- Implement, Oversee and Review the Diversity and Inclusion Strategy and the work program/initiatives that underpin this;
- Develop and Recommend measurable objectives to the Board for approval;
- Ensure the Embark culture and internal processes are aligned with, and promote the Company’s commitment to diversity and inclusion;
- Communicate clear expectations for leaders and employees regarding the actions, conduct and behaviour that support a diverse workforce and inclusive workplace; and
- Provide relevant training to employees within Embark, including induction and refresher training.

This policy was approved by the Embark early Education Limited Board of Directors on 23 June 2023.