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# Diversity Policy

Jack-In Group Limited

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## 1 Overview

Jack-In Group Limited (formerly known as Oilfield Workforce Group Ltd) (*Company*) is committed to establishing and maintaining Employee and Board Diversity, which recognises the strategic and personal advantages that arise from a workplace where decisions are based on merit and all Employees are treated equally.

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## 2 Definitions

In this Policy, unless the context otherwise requires:

*ASX* means Australian Securities Exchange;

*Board* means the board of directors of the Company;

*Company* means Jack-In Group Limited ARBN 160 966 585;

*Diversity* includes differences that relate to gender, age, ethnicity, disability, sexual orientation and cultural background, as well as background and life experience, professional skills, education, job function, personality, communication skills, marital status, career responsibilities and location;

*Employee* means a person who is an employee, officer, consultant to or director of the Group, including the Chief Executive Officer and Chief Financial Officer; and

*Group* means the Company and its subsidiaries.

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## 3 Who does this Policy apply to?

This Diversity Policy (*Policy*) applies to the Company's Board and all other Employees.

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## 4 Reasons for this Policy

The Company has adopted this Policy to acknowledge and appreciate the diverse range of abilities and perspectives that Employees bring to the Group through their Diversity.

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## 5 Benefits of this Policy

5.1 The Company understands that organisational performance is linked to Diversity through fostering an inclusive environment which recognises a variety of quality Employees, improves Employee retention, embraces different perspectives and enhances the Group's reputation.

5.2 This Policy is specifically designed to assist the Company to reach its strategic goals by;

- (a) ensuring that all Employees are treated with equality and respect;
- (b) facilitating employment opportunities based on attracting, rewarding and retaining skilled staff;
- (c) developing flexible workplace practices to recognise and meet the diverse needs of Employees;
- (d) building and maintaining a safe and open workplace;

- (e) contributing to the community by fostering a culture of acceptance and teamwork; and
  - (f) meeting the Company's obligations under the ASX Corporate Governance Principles and Recommendations.
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## **6 Implementing this Policy**

This Policy is put into practice through a combination of:

- (a) prescribed measurable targets (*Measured Objectives*) for the Board to assess annually;
  - (b) education programs for all Employees;
  - (c) human resource initiatives, policies and processes, including, where appropriate, the use of professional intermediaries;
  - (d) internal communications and culture campaigns;
  - (e) regular evaluation and review.
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## **7 Policy Assessment Strategies**

To ensure the Company's commitment to promoting Diversity is ongoing, the Measured Objectives will be derived from, but not limited to, the following assessment strategies:

- (a) assessing the prevalence of female Employees in the organisation against the prevalence of females in senior management and Board positions.
  - (b) assessing the prevalence of ethnically and culturally diverse Employees in the organisation against the prevalence of ethnically and culturally diverse employees in senior management and Board positions.
  - (c) assessing the Company's human resource policies and objectives against this Policy.
  - (d) assessing the Company's education and communication policies, promotion and materials against this Policy.
  - (e) assessing the Company's performance objectives against the flexibility needs of a varied range Employees.
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## **8 Monitoring and Reporting**

8.1 The Board will:

- (a) oversee the implementation of this Policy;
- (b) monitor the prescribed Measured Objectives for achieving Diversity on the Board and in the workplace generally;
- (c) undertake to conduct the annual formal review of the effectiveness of this Policy against the Measured Objectives; and
- (d) ensure the progression of this Policy, including implementing strategies to do so.

- 8.2 The annual reporting of achievement against the Measured Objectives will be published with other ASX reporting on the Company's website.
- 8.3 The findings of the Board's review will be disclosed in the Company's Annual Report.