



Diversity and Inclusion Policy

October 2021

Contents

Introduction	3
Principles	3
Objectives	3
Measures and Accountabilities	3
Review of the policy	3

1. Introduction

Judo is committed to an inclusive workplace that embraces and promotes diversity at all levels of the company. This is also consistent with our corporate values of Accountability and Trust.

Judo recognises a commitment to diversity can broaden the pool for recruitment of high quality employees, improve employee retention, foster a closer connection with and better understanding of customers, and improve Judo's image and reputation.

Judo values and respects the unique contributions of people with diverse backgrounds, experiences and perspectives.

This policy applies to all Judo employees 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.

2. Principles

Judo is committed to a diverse workplace and fostering an environment in which discrimination, harassment, vilification and victimization cannot and will not be tolerated. This policy provides a framework for new and existing diversity related initiatives and policies within our business.

This policy has been prepared and will be administered in line with the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations'.

3. Objectives

The board of directors of Judo (**Board**) will establish diversity-related measurable objectives for Judo. These objectives will include, at a minimum, objectives relating to achieving diversity in the composition of its board, senior executives and workforce generally.

The Board will review these objectives on an annual basis, in light of the progress against the objectives and the needs of the business.

4. Measures and Accountabilities

The Chief People and Culture officer will monitor the progress and report to the Board on the effectiveness of the diversity-related objectives, as set in accordance with this policy.

Judo will disclose in its annual report:

- (a) the measurable objectives for achieving diversity set by the Board in accordance with this policy in that year and its progress towards achieving them; and
- (b) the respective proportions of men and women on the Board, on the Management Board and across the business.

5. Review of the policy

The Board Remuneration and Nominations Committee shall undertake a regular review, at least annually, of this policy.

The Committee may recommend to the Board any amendments to this policy.