

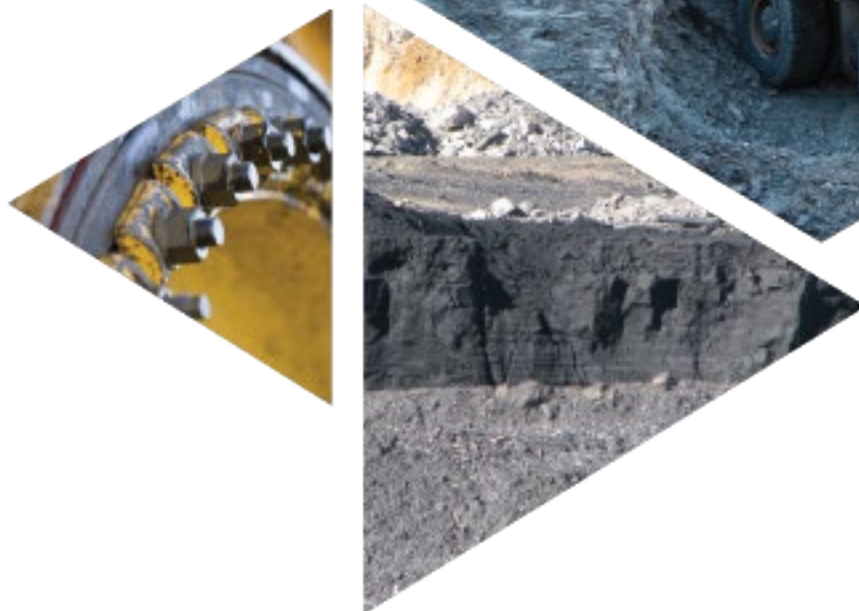
RPMGlobal Holdings Limited

ACN 010 672 321

## Diversity Policy

Adopted by the Board on 29 May 2012

Last reviewed and amended by the Board on 25 August 2023



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## 1. Our Philosophy

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.

RPMGlobal Holdings Limited and its related subsidiary and group companies (together 'RPM' and the 'Company'), aims to create an 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 RPM's commitment to workplace diversity and compliance with the Australian Securities Exchange (ASX) Corporate Governance Council's Corporate Governance Principles and Recommendations.

## 2. Promoting Diversity in the Company

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

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

- a) Building and maintaining a safe work environment by taking action against inappropriate workplace and business behaviour (including discrimination, harassment, bullying, victimisation and vilification).
- b) 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.
- c) Regularly reviewing pay equity to address any gender gaps.
- d) Ensuring equal employment opportunity where equal treatment is given to employment, training, promotion and compensation, regardless of gender

## 3. Roles and Responsibility

The Board is responsible for establishing and monitoring the Company's overall diversity strategy and policy.

The Company's Human Resources and Remuneration Committee is responsible for:

- a) Reviewing, noting and monitoring the effectiveness of the Diversity Policy from time to time;
- 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 RPM 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 the Company's commitment to workplace diversity.

## 4. Communication

The Company 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 of the Company can be found on <https://rpmglobal.com/company/investor-centre/>.

## 5. Review

The Board is responsible for reviewing this policy periodically to ensure that it remains up-to-date and in the best interests of the Company. This policy may be amended by resolution of the Board and was last reviewed by the Board on 25 August 2023.

# DIVERSITY POLICY

## APPENDIX – MEASURABLE OBJECTIVES

The Company 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
<b>All Employees</b>	
1.	<p>During the period ending 31 March 2020, the company exceeded its aim of having 25% of women employed by the Company in its Australian workforce and as at 30 June 2023, female employees currently make up 28% of RPM's global workforce.</p> <p>The Board has set a goal of maintaining a minimum of 30% female diversity in its employee base across all of RPM's global operations.</p>
<b>RPM Board</b>	
2	<p>Achieving and maintaining measurable objective for achieving gender diversity in the composition of its board of not less than 30% of its directors of each gender within a specified period.</p>