

## Diversity and Inclusion Policy

SenSen Networks Limited  
 ACN 121 257 412

Name of Policy	Diversity and Inclusion Policy
Policy applies to	All Directors, Employees, Contractors, Consultants and Interns in all countries
Written Date	November 2021
Approval Date	6 December 2021
Approver	SenSen Board of Directors
Date of Policy Review	January 2024

### 1. Objective and Scope

At SenSen Networks Limited (SenSen or the Company) we are world leaders in Sensor AI. We aim to solve customer problems that were once considered impossible and thus positively transform people's lives in innovative ways. Our purpose is underpinned by our core Values:

- **Integrity** – Always doing the right thing, and bring this value into all customer and employee relationships.
- **Ingenuity** – Solving problems considered impossible by our customers through innovation.
- **Excellence** – Delivering solutions and service that exceed our customer expectations.

This is the Corporate Diversity & Inclusion Policy (the Policy) for SenSen. It is designed to maintain confidence in the integrity of the Company and to support ingenuity and excellence by recognising diversity and inclusion as essential to unleashing the potential of our team to be at their best. When we are at our best SenSen's continued growth and success is assured.

The Policy sets out certain basic principles that directors, employees, contractors and interns (officer/s) should follow in all dealings related to the Company. It applies to SenSen officers in all countries in which SenSen operates.

### 2. Our Policy

We are committed to promoting and supporting diversity and inclusion in all our activities, through the following:

#### (a) Recognising the value of diversity and inclusion

Our business success relies on diverse groups of people coming together to solve complex real world problems. Different perspectives, backgrounds and experiences drive innovative ideas and ingenious ways of thinking. Inclusion also plays a key role in our success by ensuring that each of us have a sense of belonging and fairness in our work and feel respected and valued by others. We will work to ensure that SenSen officers understand this Policy and the benefits of diversity and inclusion through training, including at the commencement of employment.

#### (b) Respecting others and acting lawfully

At SenSen we are committed to providing a safe, respectful and inclusive working environment. We will achieve this by promoting dignity and respect to all and by addressing any workplace behaviour that does not value diversity, equity and inclusion. This means that we do not tolerate any harassment (including sexually harassment), unlawful discrimination, bullying, vilification, victimisation, demeaning or violence towards another person. Discrimination on unlawful grounds includes a person's age, race, sex, sexual preference, gender identity, disability, marital/relationship status, parental status, family responsibilities, pregnancy, religious belief or activity, political belief or activity, trade union activity, or a person's association with someone who identifies with any of these attributes.

### **(c) Ensuring our employment practices are based on merit and promote inclusion**

Decisions about recruitment, development, promotion and retention must always be based on merit according to job-related skills, qualifications, abilities, aptitude and attitude. Managers should be aware of and understand unconscious biases in order to support decision making based on merit.

We are committed to flexible and agile working practices in order to support our global operations and allow our staff to balance their work commitments and personal responsibilities including those as a parent or carer.

### **(d) Implementing specific initiatives designed to enhance diversity, equity and inclusion across the Company**

We will regularly analyse data reports and trends to identify and address factors affecting particular groups of employees (eg inequities in gender representation or pay) and implement initiatives to help achieve specific diversity and inclusion objectives. Our Board and Executive Team regularly set measurable diversity and inclusion objectives and assess achievement against those objectives at least annually.

## **4. Legislative Framework**

This policy will be implemented within the framework of the relevant legislation in Australia, which includes (but is not limited to):

- (a) Fair Work Act 2009 (Cth);
- (b) Age Discrimination Act 2004 (Cth);
- (c) Australian Human Rights Commission Act 1986 (Cth);
- (d) Disability Discrimination Act 1992 (Cth);
- (e) Racial Discrimination Act 1975 (Cth);
- (f) Sex Discrimination Act 1984 (Cth); and
- (g) Workplace Gender Equality Act 2012 (Cth).

It is expected that SenSen officers working in jurisdictions other than Australia are aware of the relevant legislative framework in that country and conduct themselves in accordance with relevant obligations at all times.

## **5. Accountability and Breaches**

All of us are accountable for creating a culture where individual differences are respected and valued.

This Policy sets clear expectations for how SenSen officers act, treat others and make decisions consistent with SenSen's Values. Not following the Policy can have impacts on individuals or on the success or reputation of SenSen. Breaches of the Policy by a SenSen officer may result in management and/or disciplinary actions. In serious cases, or repeat cases, this may include termination of employment or engagement with SenSen.

If a SenSen officer believes that there has been a breach of this Policy they are strongly encouraged to raise the issue with their supervisor or with the Director, Human Resources. SenSen is committed to ensuring that an officer raising a concern in good faith is not victimised or experiences detrimental action as a result of raising the concern.

## **6. Policy disclosure**

This policy will be posted to the Company's website in the Corporate Governance section.

Review Date: January 2024