



# Diversity and Inclusion Policy

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# Diversity and Inclusion Policy

## 1. Diversity and Inclusion at Dicker Data

### 1.1 Our commitment

This policy sets out the Company's commitment to diversity and inclusion in the workplace and provides a framework to achieve the Company's diversity goals.

The Company is committed to creating and ensuring a safe and inclusive work environment in which everyone is treated fairly and with respect and where everyone feels responsible for the reputation and performance of the Company. The Board of Directors of the Company (Board) and management believe that the Company's commitment to this policy contributes to achieving corporate objectives and embeds the importance and values of diversity and inclusion within the culture of the Company.

Diversity and inclusion can broaden the pool for recruitment of high-quality employees, enhance employee retention, improve Dicker Data's corporate image and reputation and foster a closer connection with and better understanding of customers. It is important that Dicker Data is able to attract, retain and motivate employees from the widest possible pool of talent.

We acknowledge that our employees and clients share a diverse range of backgrounds, religious beliefs and practices and we are supportive of and open to these differences in the workplace.

We aim to provide opportunities that allow individuals to reach their full potential, irrespective of an individual's gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, cultural background, socio-economic background, perspective and experience.

We aim to develop and promote a workforce based on inclusion where individuals are respected, supported and provided with appropriate opportunities.

We acknowledge the corporate benefits arising from a commitment to diversity and inclusion.

### 1.2 Who this policy applies to

This policy applies to Dicker Data and to all directors of the Board, as well as all other officers, employees, contractors, consultants and associates of the Company. It is essential that you are familiar with this policy, which is available on the Company's website.

### 1.3 Implementation

The Board has delegated the People and Culture Committee the role of overseeing the implementation of this Policy and assessing progress in achieving its objectives. See paragraph 3.2 (People and Culture Committee responsibilities) below.

## 2. What Diversity and Inclusion Means to us

### 2.1 What is diversity and inclusion?

Diversity refers to characteristics that make individuals different from each other. Diversity and inclusion encompasses differences in backgrounds and experiences, and also differences in approach and viewpoints.

The Board is committed to inclusion at all levels of the Company, regardless of gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, cultural background, socio-economic background, personality, work style and cognitive and personal strengths, language, perspective, and experience.

The Group is committed to complying with the Sex Discrimination Act 1984 (Cth) (including the positive duty to eliminate, so far as possible, sexual harassment), the Fair Work Act 2009 (Cth), the Disability Discrimination Act 1992 (Cth) and applicable State and Territory anti-discrimination laws.

### 2.2 Gender diversity and inclusion

The Company has a commitment to gender equality and the fundamental principle that gender is not a barrier to participation in our workforce, management, senior executive and on our Board. Our leaders are committed to providing opportunities that actively support all staff to reach their full potential, regardless of gender.

The Board may consider the establishment of measurable objectives to achieve gender diversity for the board, senior executives and the organisation as a whole, and if they are established, will disclose the Company's progress towards achieving those objectives.

### 2.3 Board and senior executive diversity

At Dicker Data, diversity of gender and background are two important criteria considered in developing our succession plans and appointment processes for our Board and senior executive positions. However, other selection criteria, in particular business acumen and industry experience, are also fundamentally important.

The People and Culture Committee will report to the Board regarding our succession plans and appointment processes with the aim of achieving our diversity and inclusion objectives, in particular regarding a balance in the number of women in senior executive positions and on the Board.

The People and Culture Committee in conjunction with the Board will also oversee the design and implementation of programs to assist in the development of a broader and more diverse pool of skilled and experienced employees, which is intended, over time, to prepare them for senior management positions.

### 2.4 Work and life balance

Dicker Data believes in assisting employees to maintain a healthy and holistic balance between work, family and other commitments, activities and interests.

Dicker Data supports flexible work consistent with the Fair Work Act (right to request) and will consider operationally reasonable arrangements

## 2.5 Ability not disability

When we employ and promote people, we consider ability and not disability. We aim to create an inclusive environment that supports people and removes artificial barriers from the workplace.

We will make reasonable adjustments to enable applicants and employees with disability to participate and perform inherent requirements of the role (Disability Discrimination Act).

## 2.6 Behaviour

Dicker Data has zero tolerance for discrimination, harassment, bullying, vilification or victimisation. Consistent with our positive duty (Sex Discrimination Act), we take reasonable and proportionate measures to prevent such conduct, including training, leadership accountability, clear reporting channels, support for complainants, and prompt, fair investigations. This Policy operates alongside the Code of Conduct, Whistleblower Policy and other operational procedures.

# 3. How we Promote Diversity and Inclusion

## 3.1 Steps we are taking and measurable objectives

The Company is committed to a safe and inclusive workplace that promotes and values diversity as part of our corporate culture.

The Company's induction, training and other programs are designed to promote the Company's culture of diversity and female participation in the workplace and within leadership positions.

The Board is committed to maintaining current high levels of female representation within the Company, and as such has established the following measurable objectives for gender diversity.

Our policies and procedures will ensure that there is a promotion of diversity within the workplace and our management teams will be made aware of such policies that exist within the organisation. For example:

a. For director selection:

- at least one serious female candidate should be present on every shortlist;
- at least one female to form part of the interview and selection panel for these appointments; and
- if, at the end of the selection process, a female candidate is not selected, the Board must be satisfied that there are objective reasons to support its determination.

b. For employee selection:

- a wider candidate pool can be established by engaging a professional search/recruitment firm(s), and/or by advertising vacancies; and
- a short-list identifying potential candidates for the appointment should include a mix of both male and female candidates wherever possible.

Our induction, training and other programs are designed to promote our culture of diversity and female participation in the workplace and within leadership positions.

As a relevant employer under the Workplace Gender Equality Act 2012 (Cth), the Company submits annual reports to WGEA and publishes required statements. The Company analyses gender pay gaps and implements action plans to address drivers of any gaps identified.

## 3.2 The People and Culture Committee responsibilities

The People and Culture Committee will:

- a. promote diversity as an important strategic and cultural factor to achieve business objectives across the organisation;
- b. in consultation with senior management, propose measurable objectives to the Board to achieve gender diversity in the composition of the Board, senior executives and workforce generally, identifying ways in which achievement is to be measured, and report to the Board on the progress in achieving these objectives;
- c. report to the Board on diversity and inclusion issues more broadly within the Company and make appropriate recommendations;
- d. identify ways to cultivate an inclusive culture supportive of diversity, including developing and promoting policies, programs and guidelines; and
- e. ensure recruitment and selection processes across all levels of the Company are structured so that a diverse range of candidates are considered and actively reviewing on a regular basis the Company's recruiting practices, policies and procedures to reduce bias, both conscious and unconscious;
- f. identifying, designing and implementing programs that will assist in the development of a representative, skilled and experienced talent pipeline that, over time, will prepare them for senior management and Board positions.
- g. Oversee WGEA reporting, including gender pay gap analysis and action plans.
- h. Recommend to the Board the annual disclosure of measurable objectives and progress in the Corporate Governance Statement

## 3.3 The Board's role

The Board will:

- a. review and approve measurable objectives for achieving gender diversity, in the composition of the Board, senior executives and workforce levels generally;
- b. annually assess these objectives and the progress in achieving them; and
- c. review and monitor the effectiveness of this Diversity and Inclusion Policy, including in relation to Board diversity.

## 4. Publication of the Policy and our Progress

This Policy will be made available to all directors and employees and will be available on the Company's website.

We will provide information in the Company's Corporate Governance Statement regarding:

- a. key features of this policy;
- b. our measurable objectives for achieving gender diversity and inclusion and our progress towards achieving them if measurable objectives have been established; and
- c. the proportion of men and women on the Board, in senior executive positions, general managers, and across the whole workforce (including how the Company has defined 'senior executive' for these purposes), employees in our organisation, in our senior executive team and on our Board.

## 5. Review and publication of this Policy

Management will monitor compliance with this Policy and report material breaches or issues to the People & Culture Committee and the Board.

The Board will review this policy from time to time, but at least on an annual basis. This policy may be amended by resolution of the Board.

# Document Management

| Revision Date    | Nature of Amendments                              |
|------------------|---|
| 08 December 2017 | Approved by the Board of Dicker Data              |
| 10 December 2018 | Reviewed by the Company Secretary (Erin McMullen) |
| 14 December 2018 | Approved by the Board of Dicker Data              |
| 12 November 2019 | Reviewed by the Company Secretary (Erin McMullen) |
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| 27 November 2024 | Approved by the Board of Dicker Data              |
| 26 November 2025 | Approved by the Board of Dicker Data              |