

DIVERSITY AND SOCIAL INCLUSION POLICY

Commitment

At RTL, we are committed to building a workplace reflective of the communities in which we operate and broader society we serve. We seek to establish a diverse, inclusive and respectful workplace where equitable access to resources and opportunities are available to all.

Purpose

This Policy sets out RTL's commitment to diversity and social inclusion and applies to all RTL employees, third parties engaged by RTL, and visitors.

Our actions

We must:

- Embrace the diverse contributions of our people
- Treat all clients, employees, suppliers, sub-contractors and members of the community with respect and dignity
- Lead by example
- Maintain a workplace culture of inclusive practices, procedures and behaviours
- Make decisions that are fair and free from bias
- Provide employment opportunities based on merit
- Not discriminate based on individual characteristics such as race, gender, sexual preference, marital status, age, religion, colour, national extraction, social origin, political opinion, disability, family or carer responsibilities, or pregnancy
- Foster and leverage diversity of thought, experience and skills
- Attract and retain a workforce that reflects the diversity of the clients and the broader communities in which we operate
- Respect and take into account in our decisions the needs and interests of our stakeholders in the markets in which we operate
- Respect the human rights of all our people and those we work alongside, in our supply chain and the communities in which we operate

Owen Cavanough

General Manager

April 2026

Discover ▪ Accountable ▪ Respectful ▪ Empowered

