

HOT CHILI LIMITED (ACN 130 955 725)

Diversity Policy

Adopted: 10 September 2021

1. Introduction

The Board of Directors (**Board**) of Hot Chili Limited (**Company**) considers that the promotion of diversity in Board positions, in executive and senior management and within the Company generally:

- broadens the pool for recruitment of high-quality directors, officers and employees;
- supports the retention of personnel;
- through the inclusion of different perspectives, may lead to better insights, decision making and outcomes for the Company; and
- is a socially and economically responsible governance practice.

Diversity means all the things that make individuals different to one another, including gender, ethnicity, religion, culture, language, sexual orientation, disability and age.

2. Purpose and objectives

This Policy sets out the beliefs, objectives and strategies of the Company with respect to diversity within the Company.

The objectives of the Company and this Policy are to ensure that the Company:

- leverages unique skills, values, backgrounds and experiences of the Company's personnel to better enable the Company to pursue its overall business objectives; and
- develops an inclusive work environment so that personnel can demonstrate their full potential, regardless of their background, gender, age, work status, marital status, religious identity or cultural identity.

3. Selection and appointment of officers and employees

The Company is dedicated to promoting a corporate culture that embraces diversity. The Company believes that diversity begins with the recruitment and selection practices of its Board, management and employees.

The Company employs and engages new personnel and promotes personnel on the bases of performance, ability and attitude.

4. Measurable objectives

The Board will:

- review its diversity strategies from time to time, including annual diversity plans;
- consider best practice and contemporary topics in diversity;
- oversee the implementation of the diversity strategy across the Company;
- discuss with management any emerging diversity-related organisational issues;
- consider reports provided by management as to the progress of the implementation of the diversity strategy, including against key measurable objectives; and
- alert management to issues that would enhance the implementation of the diversity strategy.

5. Corporate Group

In this document, a reference to the Company includes any 'related body corporate' (as defined in the Corporations Act) of the Company, as the context requires.

6. Review and publication of this Policy

The Board will review this Policy on a periodic basis, and may amend this Policy, to ensure that it is appropriate for the Company's business and operations and is up to date with applicable laws and regulations.

The Company will publish this Policy on the Company's website at www.hotchili.net.au.