

INCLUSION AND DIVERSITY POLICY

OBJECTIVE

This policy sets out LCK expectations around the behaviours needed for an inclusive and diverse workplace. LCK is an equal opportunity employer and does not discriminate on grounds of age, gender, race, national or ethnic origin, language, religion, political beliefs, sexual orientation or physical ability.

LCK's commitment to inclusion and diversity aligns with our values – Professionalism, Teamwork, Integrity, Loyalty and Courage; and is reflected in our code of conduct – The Way We Work.

It is also aligned with other LCK policies, including our Environmental, Social and Governance (ESG) framework and our People and Business strategy.

This policy is owned by the and Executive and forms a key component of the culture at LCK that will support the long-term sustainable success of our business.

SCOPE

This Policy relates to board members, all full-time, part-time and casual employees of the company as well as contractors, temporaries, subcontractors and volunteers working for or on behalf of the Company (Employees).

All Employees within the Company have the right to be treated fairly and with respect. Therefore, professional and appropriate conduct is expected at all times. This Policy will apply on-site, off-site, during business hours or after work hours, at work related functions, or wherever and whenever an Employee may be as a result of their duties with the Company.

OUR COMMITMENT TO INCLUSION AND DIVERSITY

Inclusion and diversity is everybody's business.

At LCK we aspire for our people to stand by the values of our business, with inclusion and respect at our core.

By doing this, we can seek to:

- Embrace and invite different perspectives, valuing diversity as a strength;
- Ensure our processes are transparent, fair and free from bias wherever possible;
- Ensure that our people can achieve their full potential and they have equal opportunity to participate, learn and grow;
- Hire, promote and engage a diverse workforce;
- Provide an environment where people feel safe to speak up when things are not right, or others are excluded or are being treated poorly.

This is how we want to do business at LCK. How we seek to ensure every voice is heard, every idea is encouraged, and everybody is supported to perform at their best.

WHY INCLUSION AND DIVERSITY ARE IMPORTANT

Inclusion and diversity are imperative for the long-term sustainable success of our business, it is also the right thing to do and enables us to:

- Deliver strong performance and growth by being able to attract, engage and retain diverse talent;
- Support our people to reach their full potential by providing a workplace where people are comfortable to be themselves and feel supported to perform at their best;
- Challenge and innovate to achieve the best solutions and ideas by enabling us to tap into the diverse perspectives, experiences and knowledge of our workforce and wider stakeholders;
- Optimise resources and manage risk by working collaboratively and eliminating structural and cultural barriers;
- Protect and enhance our “licence to operate” by recognising, respecting and consider the needs and interests of our different stakeholders;

Adapt and respond more effectively to changing societal expectations and the market more broadly.

HOW WE SUPPORT INCLUSION AND DIVERSITY AT LCK

We all play a role in supporting inclusion and diversity and taking personal accountability for our behaviour and contribution.

The Executive will:

- Establish the Group’s purpose, values and strategy and satisfy themselves that these are aligned to the Group’s desired culture;
- Establish and sponsor this Inclusion and Diversity policy;
- Lead by example;
- Guide the development of the Group’s Inclusion and Diversity strategy and targets;
- Fully consider the impact of diversity across every talent decision – hiring, promoting, developing etc. and actively build diversity into their teams;
- Actively drive improvement and monitor progress against plan.

Leaders at LCK will:

- Fully consider the impacts of diversity across every talent decision they make – hiring, promoting, developing etc. and actively build diversity into their teams;
- Create an inclusive work environment where people feel respected, valued and supported to perform at their best;
- Actively drive improvement and monitor progress against plan.

All of our employees, contractors and partners are responsible for:

- Acting with integrity and respect and otherwise in accordance with our company values;
 - Role modelling the behaviours through everyday actions;
 - Recognising our own personal biases that may cause us unintentionally to
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exclude and work hard to overcome them;

- Actively supporting inclusion and diversity in our teams and work environments;
- Acting as inclusion and diversity champions – advocating and supporting initiatives and programmes;
- Contributing to creating an environment where everyone feels respected, valued and supported to perform at their best;
- Speaking up if others appear excluded.

We will achieve this through:

Behavioural inclusion: driving personal transformation in leaders and employees – enabling them to recognise bias and mitigate it.

Structural inclusion: transforming the system itself – re-shaping talent processes to ensure they are fair and equitable.

We will work hard to develop systems and processes that are free from bias, enable flexibility and are designed to attract, retain and reward diverse talent and inclusive leaders. Wherever we operate, we are committed to developing and supporting productive, mutually beneficial and long-term relationships with local communities, suppliers and partners.

OUR GOALS FOR INCLUSION AND DIVERSITY

We set goals to promote an inclusive and diverse workplace which will comply with international, national and local regulatory requirements in reporting our performance and progress.

Our Inclusion and Diversity achievements will be disclosed in our annual report.

We also measure the inclusiveness of our workplace in our engagement survey and behavioural expectations are regularly evaluated as part of our performance and talent processes. This allows us to measure and consider not just “what” our people achieve (outcomes) but also “how” they achieve it (behaviours).

BREACH OF POLICY

Any breach to this policy can expose the Company and individuals across a far-ranging area of sometimes intersecting jurisdictions.

An employee who is found to breach this Policy will face disciplinary action, which may lead to dismissal, and/or legal action and/or information being passed to relevant authorities.

All material breaches of this policy must be reported to the Board.

POLICY AMENDMENT

This policy cannot be amended without approval of the LCK Board. It will be reviewed from time to time to ensure that it remains effective and meets best practice standards and the needs of LCK.

APPROVED

February 2021
