

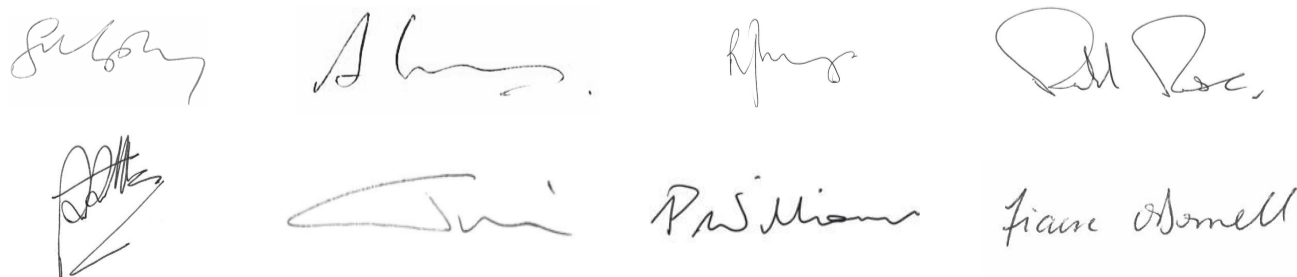
W O M E N I N E N C I R C

C H A R T E R

Encirc recognises that diversity impacts on bottom line business results & employee well-being and pledges to work to significantly improve women's representation across our business. To achieve this, we will adopt the recommendations outlined below:

1. Each crew / shift will have a minimum of 3 females. We will commit to having no single crews/ shift with only 1 woman on that crew or shift.
2. We will commit to ensuring every employee that forms part of the recruitment process has been educated in unconscious bias and relevant legislation.
3. We will commit to removing names and other relevant information from CVs to avoid any potential bias, and these details will only be disclosed once interviews are confirmed.
4. We will commit, where possible, to no single gender candidate lists. Exceptions will only be made where, despite recruitment campaigns, there are only single gender applicants.
5. We will ensure statistics regarding women across all levels, are transparent to all in our business, with details disclosed in our annual report, Exec meetings and on our website.
6. We will ensure women in our organisations receive a total reward package that is commensurate with male peers and that gender pay gap reporting evidences this.
7. We will ensure that females are provided the same opportunity to broaden their knowledge and accessibility to senior roles, as their male counterparts.
8. We will share and promote awareness to align our suppliers to our charter.
9. We will commit to raising awareness, with all employees, promoting the benefits and removing the barriers to diversity in the workplace.
10. We commit to seeking feedback from all female employees about their 'Encirc employee experience' at regular intervals. We will take action, whenever possible, to implement any feedback initiatives as appropriate.
11. We will commit to gender neutral language in general communications.
12. We will commit to diversity on interview panels for all roles at Encirc.

Signed by Encirc's Executive Leadership Team



Handwritten signatures of the Encirc Executive Leadership Team, including names like Anthony, Adam, Karyn, Paul, and others.

