



Diversity and Inclusion Policy

Capral acknowledges the Traditional Custodians of the land on which operations reside and pays respects to their Elders past and present.

Diversity results from a range of factors: origin, age, gender, race, religion, cultural heritage, lifestyle, education, physical ability, appearance, language or other factors.

Capral respects the benefits rising from workplace diversity and the importance of integration to broaden perspective, improve performance and increase shareholder value. We strive to promote an environment conducive to the appointment of well qualified employees, senior managers and directors so that there is appropriate diversity to maximise the achievement of our corporate goals.

Capral intends to meet its obligations under ASX Corporate Governance Council's Principles and Recommendations, as appropriate, given its size and nature of operations. We will proactively manage diversity, seeking ways of acknowledging and embracing the differences that exist.

Capral will achieve this by:

1. actively and flexibly seeking to accommodate the unique individual requirements of its employees where operationally possible to do so
2. ensuring Capral's policies, processes and practices are representative of its entire workforce
3. promoting the achievement of a diverse workforce through appropriate recruitment and selection processes which ensure bias (real or perceived) is eliminated at all levels of the organisation (including external vacancies, restructures and promotion). Recruitment and selection practices are also designed to consider a balance of gender and other forms of diversity in the range of candidates
4. establishing, on an annual basis, measurable objectives for the achievement of diversity and inclusion. Objectives will include establishing goals for gender equity at all levels within the organisation; and implementing initiatives to address any identified pay equity gaps
5. ensuring Capral's workforce represents the changing demographics of our customers and communities so that we may better anticipate their needs.

The Board will ensure this Policy is implemented properly and management will monitor, review and report on its effectiveness to the Board.

It is the responsibility of all employees to act in a manner that helps create and maintain a work environment that supports diversity and equal opportunity, free from discrimination and harassment.

Tony Dragicevich
MANAGING DIRECTOR



Document Version Control Change History

Date	Author	Reason for Change
October 2022	Mary-Anne Huggins Group Human Resources Manager	New Policy
November 2023	Mary-Anne Huggins Group Human Resources Manager	Review – no change Published