

TASK GROUP

Diversity and Inclusion Policy

OCTOBER 2022

TASK.

Diversity and Inclusion Policy

1. Introduction and purpose

This Diversity and Inclusion Policy (**Policy**) is designed to support TASK Group Holdings Limited's (**TASK** or **Company**) commitment to diversity and to general compliance with the ASX Corporate Governance Principles and Recommendations with respect to diversity and inclusion in the workplace.

Diversity at TASK refers to characteristics that make individuals different from each other. It includes but is not limited to factors such as gender, marital status, religious belief, political opinion, colour, race, ethnic or national origin, disability, age, family status, sexual orientation and any other ground for potential unlawful discrimination.

2. TASK's principles on diversity and inclusion

TASK has adopted the following principles to support its commitment to diversity and inclusion:

- TASK is committed to an inclusive workplace where employees have equal employment opportunities and, are treated fairly and with respect.
- TASK is committed to establishing and encouraging a diverse workforce which contributes to the variety of skills, backgrounds, values, perspectives, talents, experience and capabilities in the Company.
- TASK is committed to ensuring that diversity and inclusion is fostered as part of TASK's culture at all levels in the Company.
- TASK is committed to ensuring that management has the responsibility to make decisions free from bias and based on merit.

- Discrimination, harassment, vilification and victimisation will not be tolerated at TASK.

Management will use its reasonable endeavours to ensure that the above principles are adopted and followed throughout TASK's business and its operations, with general oversight from the Board.

The Company will adopt measurable objectives with respect to meeting certain diversity and inclusion objectives. On an annual basis, the Board will review those objectives and measure progress towards achieving them. Additionally, the Annual Report will disclose the measurable objectives adopted in accordance with this Policy and progress towards achieving them.

3. Application of Policy

This Policy applies to all of TASK's directors, employees and contractors (**Relevant Persons**). This Policy does not form part of an employee's contract of employment with TASK, nor does it give rise to contractual obligations. However, this Policy sets out principles adopted by TASK with which Relevant Persons are expected to comply.

This Policy is not to be used by TASK, or any Relevant Persons, to justify conduct which is contrary to any anti-discrimination or equal employment opportunity laws in any jurisdiction.

4. Review of Policy

This Policy will be reviewed by the Board from time to time and may be updated as and when determined by the Board.

This Policy was last reviewed in October 2022.