

Diversity Policy

Adopted by the Board 20 September 2022

As expressed in its Statement of Values, Astron Corporation Limited ("the Company") is committed to actively managing diversity as a means of enhancing the Company's performance by recognising and utilising the contribution of diverse skills and talent from its Directors, Officers, and Employees.

Diversity involves recognising and valuing the unique contribution people can make because of their individual background and different skills, experiences, and perspectives, including persons with co-existing domestic responsibilities.

Diversity may result from a range of factors including age, gender, ethnicity, and cultural background.

The Company values the differences between its people and the contribution these differences make to the Company.

Role of the Board

It is the responsibility of the Board to foster an environment where:

1. Individual differences are respected.
2. The ability to contribute and access employment opportunities is based on performance, skill and merit.
3. Inappropriate attitudes, behaviours and stereotypes are confronted and eliminated.

Objectives

The Company encourages diversity in employment, and in the composition of the Board, as a means of ensuring the Company has an appropriate mix of skills and talent to conduct its business and achieve its goals.

Specifically, the Company will provide equal opportunities in respect of employment and employment conditions, including:

Hiring:

The Board will ensure appropriate selection criteria based on diverse skills, experience and perspectives is used when hiring new staff and appointing Board members.

Job specifications, advertisements, application forms and contracts will not contain any direct or inferred discrimination.

The Board may engage professional consultants to assist in the hiring process.

Training:

All internal and external training opportunities will be based on merit and the needs of the Company and individuals.

The Board will consider Senior Management Training and Executive Mentoring Programs to develop skills and experience to prepare employees for Senior Management and Board positions.

Career Advancement:

All decisions associated with career advancement, including promotions, transfers, and other assignments, will meet the needs of the Company and be determined based on skill and merit.

Achieving Diversity

The Company does not yet have a program in place to assist in the development of a broader and more diverse pool of skilled and experienced employees which, over time will prepare all employees for Senior Management and Board positions, which includes measurable objectives in relation to gender diversity, throughout the Company.

The Board will review this position on an annual basis and will implement such a program when it deems it to be required.

The future implementation of any measurable objectives will be disclosed to Shareholders on the Company's website and outcomes following the implementation of measurable objectives will be disclosed in the Annual Report. In lieu of the application of measurable objectives, the Board will be active in its implementation of the objectives, and the results of implementing such objectives will be highlighted in the Company's Annual Report.

Work Environment

The Board will ensure that all Directors, Executive Offices, Employees and Contractors have access to a work environment that is free from harassment.

The Company will not tolerate unwanted conduct based on the personal circumstances or characteristics of a Director, Executive Office, Employee or Contractor.

The Board and Senior Managers are required to ensure that the work environment is harassment free, and to ensure that complaints or reports of sexual, racial, or other harassment are treated seriously, confidentially, and sympathetically by the Company.

Reporting Responsibility

It is the responsibility of all Directors, Executive Officers, and Employees to comply with this Diversity Policy and report violations or suspected violations in accordance with this Policy.

The Board will proactively monitor performance in meeting the standards and policies outlined in this Policy. This will include an annual review of Diversity Objectives set by the Board, and progress in achieving them.

The Board will consider setting Key Performance Indicators for the Board, the Managing Director and, where applicable, Senior Executives that are linked to the achievement of the Diversity Objectives set by the Board.

Compliance with this Diversity Policy

Any breach of compliance with this Policy is to be reported directly to the Chairman.

Anyone breaching this Diversity Policy may be subject to disciplinary action, including suspension or termination.

This Policy is reviewed annually.