

Diversity Policy

1. Purpose

LaserBond Limited is an equal employment opportunity employer that values and promotes diversity. Diversity encompasses age, gender, race, ethnicity, physical abilities, religious beliefs, language, political beliefs, sexual orientation, etc.

We believe that by bringing together men and women from diverse backgrounds who contribute based on their skills, experiences and perspectives, we can deliver the best value and sustainability for LaserBond and its shareholders.

2. Objectives

LaserBond's approach to ensuring diversity in the company is based on the following actions:

- a. Promotion of a culture of diversity amongst employees.
- b. Elimination of any barriers to achieving a diverse workplace.
- c. Ensuring all recruitment and selection processes are based on merit alone.
- d. Providing opportunities for development to all employees in order to enhance productivity and build teams with a balance of skills, experience and perspectives.
- e. Rewarding and remunerating fairly.
- f. Promotion of flexible work practices that balance each employee's personal situation or needs with the needs of the company.

3. Reporting

The Board will review these objectives and the performance against them annually. These objectives and our performance will be disclosed in each annual report.

Individual divisions may also set measurable objectives relevant to their particular operating contexts.

