

IVE Diversity, Equity & Inclusion Policy

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1 Introduction

At IVE, we're proud to be Australia's largest integrated marketing and communications services provider. From graphics and packaging design to - multi-format content production, e-commerce, print, distribution, logistics, merchandise, apparel, and brand activations - we bring ideas to life across every channel.

IVE's diverse workforce is at the heart of our evolving organisation and is an integral part of its core values.

A diverse, equitable and inclusive workplace promotes greater creativity and innovation, attracts the best people across the widest pools of talent, enables us to reflect and relate to our customers and stakeholders, and leads to higher employee well-being, productivity and engagement.

Diversity, equity and inclusion encompasses acceptance and respect of visible and non-visible differences between people. These differences can include ethnicity, nationality and cultural background, gender, gender identity, marital status, sexual identity, age, physical and intellectual abilities, family status, religious beliefs, thinking styles, education, socio-economic backgrounds, perspectives and experience. Diversity also includes the many other aspects in how we self-identify.

IVE is committed to ensuring diversity and inclusion permeates all areas and levels of our business, with every individual feeling included, safe and supported to express themselves authentically in IVE activities regardless of any differences.

The Board is committed to promoting a culture which embraces these principles. The Board has formally approved this Diversity, Equity and Inclusion Policy (Policy) to facilitate a diverse and representative organisation.

2 Our Commitment

IVE's approach to its people, through its People & Culture Strategy and set of supporting actions, translates this Policy's principles into action through defined objectives and initiatives.

3 Scope

This Policy applies to all our employees, contractors and temporary employees.

4 Our Principles

4.1 All employees are respected and valued

IVE promotes a workplace where the diverse skills, experiences and unique identities of our employees are recognised, respected and valued.

We understand the impact of conscious and unconscious biases and will provide education and support to managers, to raise awareness and guide fair and equitable decision making.

We are committed to a safe, inclusive, and accessible workplace, free from discrimination, harassment, vilification, or victimisation. Our Code of Conduct, whistleblower policy, and workplace conduct policies reinforce a zero-tolerance stance, ensuring a respectful and cohesive environment for all.

4.2 A Culture of Inclusion

IVE supports a culture of inclusion where employees from all backgrounds and identities feel empowered and valued in decision making.

4.3 All employees can participate and contribute to their full potential

IVE is committed to removing workplace barriers—both perceived and physical—so all employees can reach their full potential. We foster a supportive, adaptable environment that encourages flexible work arrangements, as detailed in our Flexible Work Policy. Employees on extended parental leave may choose to stay connected through staff communications, work functions, and training opportunities, with no obligation.

5 Diversity and Inclusion Measures

The Board sets annual measurable objectives to progress diversity in the composition of the Board, senior executives and the workforce generally.

Performance against these objectives is reviewed by the Executive Leadership Team, and Nomination and Remuneration Committee (NRC) (or such other committee determined by the Board), as part of its annual review of the effectiveness of this Policy and associated actions and objectives.

In accordance with the ASX Corporate Governance Principles and Recommendations (4th edition), the Board will include in the Annual Report or the Corporate Governance Statement each year:

- the details of the measurable objectives set by the Board for each reporting period; and
- a summary of the Company's progress towards achieving those measurable objectives.

If the Company is a member of the S&P/ASX 300 Index at the commencement of the reporting period, the measurable objective for achieving gender diversity in the composition of the Board shall be to have not less than 30% of its directors of each gender within a specified period.

6 Diversity, Equity and Inclusion Program

IVE's People & Culture Strategy outlines key actions to build a diverse, equitable and inclusive workplace. Our approach integrates all diversity groups, embedding inclusion into people management and business practices. This includes companywide awareness campaigns, inclusive leadership training, and policies that reflect our commitment in both word and spirit.

7 Diversity and Inclusion Cornerstone Actions

IVE's commitment to growing workplace diversity, equity and inclusion is reflected in the following cornerstone actions and initiatives:

- Establishing and implementing a People & Culture Strategy, led by the Executive Leadership Team, to develop a broader, more diverse talent pool.
- Embedding flexible work arrangements where feasible, recognising that employees at all levels (regardless of gender) may have caregiving responsibilities.
- Addressing bias, harassment, and discrimination through targeted awareness training and education.
- Providing Employee Assistance Program (EAP) services and lifestyle benefits to support employees and their families in maintaining work-life balance.
- Celebrating diversity through ongoing awareness campaigns and special events.
- Partnering with community groups, national ally networks, and industry associations to strengthen inclusion efforts.
- Integrating diversity into recruitment, training, performance management, rewards, communication, stakeholder engagement, procurement, and product development.
- Ensuring a safe workplace with clear 'Respect at Work' policies and taking action against discrimination, harassment, bullying, victimisation, and vilification.

8 Board Recruitment and Selection

While leadership and prior experience as a CEO, Chair, or Board Member of a similar organisation have traditionally been key Director prerequisites, the Board recognises the value of diverse expertise.

Essential skills and experience for the Board as a whole include:

- marketing and sales;
- strategy, merger and acquisitions;
- industry experience;
- legal, risk, compliance and corporate governance;
- policy and regulatory development and reform;
- health, safety and wellbeing,
- environmental and social sustainability;
- experience in climate-change related governance and risk management;
- finance; and
- human resources.

The NRC is responsible for identifying qualified individuals for appointment to the Board. In identifying candidates, the NRC will have regard to the:

- skills, expertise and background that add to and complement the range of skills, expertise and background of the existing directors having regard to the collective board skills matrix;
- diversity in how people self-identify, including age, ethnicity, backgrounds, gender and sexual identity to help bring different perspectives and experiences to bear and avoid “groupthink”; and
- the extent to which the candidate would fill a present need on the Board.

9 Gender Representation Review

In accordance with the ASX Corporate Governance Principles and Recommendations (4th edition), on an annual basis, the NRC will review the proportion of women and men who are employed by (or consultants to) the Company as a whole, in senior management positions and who are on the Board. The NRC will submit a report to the Board outlining its findings.

The Company will disclose in its Annual Report or Corporate Governance Statement the respective proportions of men and women employees in the Company as a whole, in senior management and on the Board or, if applicable, the Company’s most recent “Gender Equality Indicators” as defined by the Workplace Gender Equality Act 2012 (Cth).

10 Roles and Responsibilities

10.1 Employees

- Comply with the principles and provisions of this Policy, contributing to, and supporting IVE’s diversity initiatives and objectives;
- Contribute to diversity related consultation processes so that diversity is reflected in decision making;
- Recognise that others have unique skills and perspectives to offer and seek ways to support and utilise these colleagues and their skills;
- Treat others with courtesy and respect and listen to the views of others without prejudice;
- Recognise the non-work related responsibilities of others and work with peers flexibly and reciprocally to help support a nourishing and balanced work-family-life relationship and working environment for all employees; and
- Escalate any breach or potential breach of this Policy to management.

10.2 Managers and Supervisors

- Practice and promote behaviour consistent with this Policy, IVE’s organisational values, employment principles and code of conduct;
- Ensure all recruitment processes and decisions relating to appointment, promotion and career development are in accordance with this Policy and objectives and targets, and further uphold and expand the conventional principle of merit;

- Lead by example in fostering a culture whereby the diverse skills and knowledge of employees is recognised, embraced and valued;
- Consider and support requests that will help promote diversity and inclusion at IVE and make reasonable adjustments and accommodations to these requests;
- Wherever possible, support flexible work practices that promote a nourishing and balanced work-family-life relationship;
- Incorporate workplace diversity principles into team and management practices, for example, by consulting with, seeking a range of views from, and encouraging all team members to contribute positively to team outcomes; and
- Understand community, customer, delivery partner stakeholders and their demographical environments, ensuring their team members are aware of the diverse ecosystem they are a part of and behave in accordance with the key principles of this Policy.

10.3 Senior Leadership Team

- Promote the key principles and actions of this Policy, demonstrating genuine commitment to advancing workplace diversity and inclusion;
- Actively seek opportunities to implement agreed actions and objectives within their divisions and business units.
- Lead by example in fostering a culture where discrimination is unacceptable and not tolerated; and
- Ensure that IVE's organisational values, diversity and inclusion principles, EEO principles and code of conduct are promoted and upheld throughout the organisation.

10.4 Board of Directors

- Set measurable diversity objectives, agreeing and refining objectives annually; and
- Disclose progress in adherence to those diversity objectives in accordance with ASX corporate governance principles and recommendations.

11 Disclosure of Policy

This Policy will be made available on the IVE Group website.

12 Review of the Policy

The NRC is responsible for the review and oversight of this Policy.

In executing this role, the NRC will, with the appropriate support and input from management:

- review annually the effectiveness of this Policy, its objective and the strategies outlined above, which aim to achieve the objective; and
- report to the Board on the outcomes of its review, including any recommendations for changes to those strategies or the way in which they are implemented.

13 Related Documents

This Policy complements and reinforces our ongoing commitment to a diverse, equitable and inclusive workplace, and should be read in conjunction with the following existing and related documents:

- Code of Conduct
- Anti-discrimination and Equal Employment Opportunity
- Prevention of Sexual Harassment in the workplace
- Workplace Bullying
- Leadership Statement on Respect at Work
- Whistleblower Policy
- Group Human Rights Policy
- Flexible Working Arrangements
- Complaint Handling
- Recruitment and Selection