

## Equal Employment Opportunity Policy

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**Artrya Limited**

Adopted by the Board on 23 September 2021

# 1 Diversity, Inclusion and Equal Opportunity

The need to make a contribution to the world is, we believe, a basic human condition. What is often less recognised is the joy of helping others. This is what we seek to do at Artrya by deploying advanced Artificial Intelligence matched with human capability and ingenuity. We seek to exploit Artificial Intelligence to benefit humanity.

Artrya is committed to promoting diversity and inclusion across the Company, in recognition that a diverse and engaged team will contribute to improved performance and achievement of strategic objectives. Inclusion is the active, intentional and ongoing engagement with diversity across the Company.

Diversity at Artrya encompasses all employees across the organisation. Our diversity initiatives focus on, but are not limited to, diversity of ethnicity, gender, age, culture and LGBTQI. We actively hire to address imbalances that may arise in the team from time to time.

Artrya is committed to:

- Hiring the best people from diverse backgrounds who will contribute to the Purpose and goals of the Company
- Developing and enhancing the skills, capabilities, experience and other attributes of all employees within Artrya
- Complying with all applicable equal opportunity and anti-discrimination laws and other relevant employment obligations and requirements
- Adopting and applying recruitment, promotion and retention standards and processes that reflect and reinforce the Company's commitment to diversity and inclusion
- Ensuring Artrya's culture and operating ethos are aligned with and support the successful delivery of diversity and inclusion outcomes.

Every employee and contractor working for the Company has a responsibility to promote a culture whereby their actions and those of their colleagues are consistent with this Policy.

Artrya's equal employment opportunities (EEO) principles are based on the following laws:

- Sex Discrimination Act 1984
- Disability Discrimination Act 1992
- Age Discrimination Act 2004
- Racial Discrimination Act 1975
- Equal Opportunity Act 1984 (WA)
- Workplace Gender Equality Act 2012

Artrya is committed to providing a work environment where employees and others in the workplace are treated fairly and with respect.

Artrya is committed to making employment decisions based on merit, not on irrelevant attributes or characteristics that an individual may possess, such as (but not limited to): gender, sexuality, race, nationality, ethnic background, age, marital status, religion, pregnancy, political convictions, physical disability or intellectual impairment.

Artrya's EEO policy applies to all current employees, external contractors or agents, voluntary and unpaid workers, agency workers, students on work experience, external applicants for positions and people outside the company, including customers. They collectively referred as 'workplace participants'.