

SKS Technologies - Diversity Policy

SKS Technologies (SKS, the Group, or the Company) has developed a corporate governance framework ("CGF") including supporting policies and practices consistent with the **Corporate Governance Principles and Recommendations 3rd Edition** ("ASX Governance Principles").

The Board reviews and updates the corporate governance framework as required.

Our main corporate governance and other policies are available on our website (www.sks.com.au). Details of our Diversity Policy is set out below.

Diversity

Diversity involves recognising and valuing the unique contribution people can make because of their individual background and different skills, experiences and perspectives. Diversity may result from a range of factors including, but not limited to, an individual's race, ethnicity, gender, age, physical abilities, educational background, socioeconomic status, and religious, political or other beliefs.

Overview of the Policy

This Policy sets out the Company's beliefs with respect to diversity within the Company and outlines the processes through which the Company will actively promote diversity across its operations.

Diversity will be encouraged by a range of measures, including the following:

- A commitment by the Board and senior executives to model the Company's Code of Conduct in all aspects of the business.
- Ensuring executives tasked with recruiting new employees or advancing employees within the Company understand the intent and specifics of the Code of Conduct and Diversity Policy.
- Ensuring external organisations assisting with recruiting understand the intent and specifics of the Diversity Policy.
- Employee development, training and mentoring programs that encourage and support the career development of all employees based on merit, skills and experience.
- Continuation of a flexible approach to work conditions, to the extent such flexibility is not inconsistent with the requirements of the position.

The Board is responsible for assessing on an annual basis its gender diversity position, including the representation of women at all levels of the Company.

The Company's overriding principle has always been to treat people equally, as articulated by our Code of Conduct.

The Board believes its focus on identifying and employing the best people who are willing to join the Company's endeavour should remain the priority, with longer timeframes required to achieve gender diversity outcomes, in line with growth in the business.

Diversity Commitment

The Company is committed to promoting diversity among its employees, senior management and Board members. The Company aims to recruit staff at all levels from as diverse a pool of qualified candidates as reasonably possible based on their skills, qualifications and experience.

SKS Technologies is committed to employment practices that treat all individuals equally and with respect. We are committed to employ and advance people within the Company based on their relevant skills and experience, and regardless of race, ethnicity, language, gender, religion, sexual orientation, or disability.

The Board is aware of the difficulty of achieving diversity across all areas of a company with a relatively small workforce within an electrical and communications market segment.

Strategies to Increase Diversity

Strategies to help achieve the Company's diversity objectives include, but are not limited to:

1. Facilitating a corporate culture that embraces diversity.
2. Recruiting from a diverse pool of candidates for all positions, including Board and senior management appointments, when opportunities arise.

Reporting Compliance with Measurable Objectives

The Group is committed to increase the level of diversity within the organization, however operates within an electrical and communications market segment which historically attracts a limited pool of gender diverse candidates. Therefore, setting specific measurable objectives in regards to gender diversity with timeframes is considered not achievable. Instead, the Board does aim to maintain or increase the level of female representation within the organisation in the future.

The Company will disclose in its annual corporate governance statement, the proportion of:

1. Women employees in the whole organisation;
2. Women in senior executive positions; and
3. Women on the Board.