



# DIVERSITY, EQUITY, INCLUSION AND BELONGING POLICY.

**SkinKandy Limited** (ACN 636 484 814)

Adopted by the Board on 11 May 2026

## 1 INTRODUCTION

SkinKandy Limited (ACN 636 484 814) (SkinKandy) acknowledges the positive outcomes and better overall performance that can be achieved through a diverse workplace, including the ability to attract, retain and motivate directors, officers and employees from the widest possible pool of available talent.

SkinKandy recognises and utilises the contribution of diverse skills and talent from its directors, officers and employees as one of a number of important considerations in building a high-performing organisation. All persons' skills, experience, prior performance and cultural contributions within the context of their background are taken into consideration. SkinKandy also recognises that in order to have an inclusive workplace, discrimination, bullying, harassment, vilification and victimisation cannot and will not be tolerated.

SkinKandy seeks to operate in the spirit of a meritocracy, with appointments and advancement determined primarily by capability and outcomes. Diversity objectives, such as SkinKandy's intention that its team members reflect the diversity of the local communities in which it operates will be considered in this context, with SkinKandy's overarching aim being to delivering a compelling customer experience, and providing a workplace in which all team members feel valued, respected and safe. We believe that by being a diverse organisation we can provide Team Members with a rewarding place to work while providing our customers with the best customer service and experience.

For the purposes of this policy, diversity includes, but is not limited to gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, socio-economic or cultural background, perspective and experience.

## 2 SKINKANDY'S COMMITMENT TO DIVERSITY

SkinKandy is committed to:

- 2.a** ensuring that SkinKandy's corporate culture and values at all levels supports diversity and inclusion in the workplace whilst maintaining a commitment to a high-performance culture;
- 2.b** ensuring that recruitment and selection practices at all levels are appropriately structured so that a diverse range of candidates are considered and guarding against any conscious or unconscious biases that might discriminate against certain candidates;
- 2.c** designing and implementing programs and processes that will assist in the development of a broader and more diverse pool of skilled and experienced employees and that, over time, will prepare them for senior management and board positions;
- 2.d** supporting at all levels an individual's domestic responsibilities (including the adoption of flexible work practices that will assist them to meet those responsibilities);

- 2.e** providing opportunities for employees on extended parental leave to maintain their connection with the workplace;
- 2.f** ensuring the policy for selection and appointment of new directors is transparent and considers all facets of diversity to avoid “groupthink” or other cognitive biases in decision making;
- 2.g** ensuring development and succession plans for directors and senior management include gender diversity as a relevant consideration;
- 2.h** monitoring and measuring the achievement of all diversity objectives set by the Board; and

considering whether key performance indicators for senior management might be an appropriate way of furthering gender diversity objectives.

### **3 SKINKANDY’S RESPONSIBILITIES**

- 3.a** The Board has formally adopted this policy, reflecting a commitment by the Board for accountability across SkinKandy to achieve its diversity goals.
- 3.b** The Board has responsibility for this policy, including its regular review and the monitoring of its effectiveness.
- 3.c** The Board has responsibility to:
  - i** annually set measurable objectives for achieving gender diversity in the composition of its Board, senior management and workforce generally (Objectives) and, where appropriate and practical, other aspects of diversity the Board considers relevant to SkinKandy’s circumstances at the time (as a relatively small organisation with a lean head office and senior management team, there may be practical limitations in SkinKandy’s ability to achieve measurable diversity across all groups and functions at any time. The Board will take this into consideration when setting and reviewing its Objectives);
  - ii** assess annually SkinKandy’s progress in achieving the Objectives; and
  - iii** disclose:
    - A** this diversity policy on SkinKandy’s website;
    - B** the Objectives set for the relevant reporting period and SkinKandy’s progress in achieving the Objectives in SkinKandy’s annual report; and
    - C** the respective proportions of men and women on the board, in senior executive positions and across the whole workforce (including how the entity has defined “senior executive” for these purposes) or the entity’s

Gender Equality Indicators, as defined in the Workplace Gender Equality Act 2012 (Cth).

- 3.d** The Board may, at its discretion, commission a gender pay equity review. Where undertaken, the Board will consider the outcomes of any such review and any disclosure related issues.
- 3.e** The Board may approve key performance indicators for senior management in relation to any of SkinKandy's diversity objectives where it considers this appropriate.

## **4 YOUR RESPONSIBILITIES**

You are expected to ensure that you understand this diversity policy and the impact this has on your areas of responsibility. You must undertake all requisite training provided in relation to the laws and regulations relating to the matters covered by this diversity policy.

## **5 APPLICATION**

This policy applies to all Directors and all employees of SkinKandy, including full-time, part-time and temporary staff, as well as secondees, contractors and affiliates.

## **6 PERIODIC REVIEW**

This policy will be reviewed periodically by the board of SkinKandy (Board) in conjunction with the People and Remuneration Committee to ensure that it is operating effectively and whether any changes are required.

The Board may change this policy from time to time by resolution.

## **7 OUR VALUES**

SkinKandy is committed to setting the standard as industry leaders and being accountable for its actions. Its values also include supporting and respecting each other as a team and celebrating individuality and diversity in people, ideas and individual style. SkinKandy believes embracing what makes us different is key to the achievement of its goals.

SkinKandy understands this involves supporting its team through policies like this Diversity, Equity, Inclusion and Belonging Policy, which sets out the Board's commitment and expectations and well as how all Employees and directors can further a diverse and inclusive environment. For further information on SkinKandy's values, please see its Code of Conduct.

## 8 OTHER

Please refer to SkinKandy's separate Gender Equality Policy for additional information.

The Diversity Policy and the Gender Equality Policy are available on the SkinKandy's website.

If you have any questions regarding any aspect of this diversity policy, please contact the Company Secretary.