

Diversity, Equity & Inclusion Policy

Approver:	Scott Board
Reviewer:	Remuneration and Nominations Committee
Owner/s:	Chief Executive
Review Cycle:	Annual
Next Update:	August 2027

1. Purpose

Scott Technology Limited ("Scott") is committed to building a workplace where people are treated with respect, supported to succeed, and able to contribute fully.

We believe fostering diversity, equity and inclusion (DEI) is fundamental to who we are as an organisation and reflects our values, not just our obligations.

This policy outlines how we support an inclusive culture across our global operations.

2. Our Approach

At Scott, we recognise that our people are at the centre of our success. Creating an inclusive and diverse workplace is the right thing to do and strengthens how we work together, make decisions, and deliver outcomes.

We are committed to:

- Treating people fairly and with respect
- Creating an environment where individuals feel they belong
- Valuing different perspectives, experiences and ways of thinking
- Ensuring our workplaces are free from discrimination, harassment and bias
- Embedding inclusive behaviours in how we lead and operate

3. Scope

This policy applies to all directors, officers, employees, contractors, and candidates across Scott's global operations.

4. Definitions

- **Diversity:** The range of backgrounds, experiences and perspectives across our workforce, including gender, age, ethnicity, nationality, disability, sexual orientation, cultural background and beliefs.
- **Equity:** Fair and consistent treatment, with a focus on removing barriers so everyone has the opportunity to succeed.
- **Inclusion:** Creating an environment where people feel respected, supported and able to contribute fully.

5. How We Put This into Practice

Our commitment to DEI is reflected in how we work every day, including:

- How we attract, select and onboard our people
- How we recognise contribution and support development
- How we create opportunities for growth and progression
- How we support flexible ways of working
- How we promote wellbeing, engagement and connection across our teams

6. Governance

The Board, through the Remuneration and Nominations Committee, provides oversight of this policy and our broader approach to DEI.

This includes:

- Supporting a culture that values diversity and inclusion
- Monitoring how DEI is reflected across the organisation
- Overseeing relevant disclosures in annual reporting

7. Responsibilities

Creating an inclusive workplace is a shared responsibility.

All employees are expected to:

- Treat others with respect and fairness
- Contribute to a culture of openness and inclusion
- Speak up if behaviour does not align with our values
- Support initiatives that strengthen inclusion across the business

Breaches of this policy may result in disciplinary action. Concerns may be raised through management, the Human Resources team, or in accordance with the Whistleblower Policy.

8. Related Documents

Whistleblower Policy

9. Document History

Version	Change	Who	Date
V3	Annual review completed	Group GM People	August 2026
V2	Policy renamed and updated to reflect policy name change	CEO	October 2025
V1	Policy created	COO	July 2018