

1. Objective

To embrace the diversity of skills, ideas and experiences of an individual and recognise that a workforce is made up of people with differences in age, gender, sexual orientation, disability, religion or national/social origin contributes to Volt Power Group Limited's success and organisational strength.

To ensure all employees are treated with fairness and respect.

2. Scope

This policy applies to all employees of the Volt Power Group Limited group of Companies.

3. Our Commitment to Diversity

Volt Power Group Limited is committed to embedding a corporate culture that embraces diversity through;

- Recruitment on the basis of competence and performance and selection of candidates from a diverse pool of qualified candidates
- Maintaining selection criteria that does not indirectly disadvantage people from certain groups
- Providing equal employment opportunities through performance and flexible working practices
- Maintain a safe working environment and supportive culture by taking action against inappropriate workplace and business behaviour that is deemed as unlawful (discrimination, harassment, bullying, vilification and victimisation)
- Promote diversity across all levels of the business
- Undertake diversity initiatives and measuring their success
- Regularly surveying our work climate
- The Board of Directors establishing measurable objectives in achieving gender diversity at the appropriate time.

4. Application and Review

The Board of Directors will review Volt Power Group Limited's diversity strategy at least annually and will monitor progress towards the achievement of measurable objectives for achieving diversity when established. This policy will be reviewed regularly and updated as required.