

# CrowdSpark Ltd

## Diversity Policy

### Introduction

1. The Company believes in the promotion of diversity on boards, in senior management and within the organisation generally. We are committed to:
  - creating a working environment conducive to the appointment of well qualified employees senior management and board candidates;
  - broadening the pool for recruitment of qualified candidates; and
  - promoting a corporate culture which embraces diversity when determining the composition of employees, senior management and the Board.
2. The Board of Directors (**Board**) is responsible for adopting and monitoring the Company's Diversity Policy (**Policy**).

### Purpose

3. This Policy sets out the beliefs, goals and strategies of the Company with respect to diversity within the Company.
4. Diversity within the Company means all the things that make individuals different to one another, including, but not limited to, gender, ethnicity, religion, culture, language, disability and age. It involves a commitment to equality and treating one another with respect.

### Appointment of directors and selection of employees

5. The Company is dedicated to promoting a corporate culture that embraces diversity. The Company believes that diversity begins with the recruitment and selection practices of Board members and employees.
6. The Company supports the identification of programs for developing skills within its workforce. It appoints new employees and promotes current employees on the basis of performance, ability and attitude.

### Measureable objectives

7. The Board will establish measurable objectives for achieving gender diversity.
8. The Board will have the responsibility of assessing the measurable objectives and on the Company's progress in achieving them annually.

### Recruitment

9. The Chief Executive Officer will:
  - review the recruitment and selection processes to ensure that current and potential employees are not discriminated against; and
  - ensure that the selection process of its employees, senior management and the board takes into account the need to attract and retain people from equal employment opportunity target groups, and others who together make up a diverse workforce.

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### Evaluating and Managing Diversity / Reporting compliance with measurable objectives

10. The Chief Executive Officer will regularly and at least annually gather information on demographics in the Company and conduct staff surveys or diversity audits to identify areas of weakness and to assess the Company's progress towards achieving the measurable objectives.
- 11.
12. In its Annual Report, the Company will disclose the measurable objectives for achieving gender diversity set by the Board in accordance with the diversity policy; and the progress towards achieving them.
13. As a part of this annual disclosure, the Company will state in its Annual Report, the proportion of:
  - female to male employees in the whole organisation;
  - females to males in senior executive positions; and
  - females to males on the Board.