



Diversity Policy

IRPC and its subsidiary are committed to promoting diversity and inclusion across the Company, in recognition that a diverse and engaged workforce will contribute to improved operating performance and achievement of strategic objectives. IRPC Search is focused on training and developing its employees from all cultures to equip them for leadership positions.

Diversity at IRPC encompasses employees at all levels across the organization. The Company's diversity initiatives target, but are not limited to, diversity of ethnicity, nationality, gender, age and culture. Inclusion is the active, intentional, and ongoing engagement with diversity across the Company.

The Company is committed to:

- Developing and enhancing the skills, capabilities, experience and other attributes of all employees within IRPC and its subsidiary;
- Complying with all applicable equal opportunity and anti-discrimination laws and other relevant employment obligations and requirements;
- Adopting and applying recruitment, promotion and retention standards and processes that reflect and reinforce the Company's commitment to diversity and inclusion;
- Where possible, establishing measurable objectives to increase the diversity mix of the workforce, with particular emphasis given to the women in management roles;
- Assessing the measurable diversity and inclusion objectives and progress against achievement of those objectives at least annually;
- Communicating openly and transparently to the Company's stakeholders on diversity and inclusion objectives and performance against those objectives and;
- Ensuring IRPC's culture and operating ethos are aligned with and support the successful delivery of diversity and inclusion outcomes.

Every employee has a responsibility to promote a culture whereby their actions and those of their colleagues are consistent with this Policy.