

Diversity and Inclusion Policy

June 2020

OVERVIEW

We see diversity as a source of strength. We know that the more different perspectives we have in our team, the better equipped we'll be to meet the demands of our diverse global customer base and deliver on our business goals.

We want every person who joins our team, no matter their level of seniority; every customer and every supplier to feel welcome.

We will work hard to make sure everyone is included within our organisation, removing barriers and obstacles to give everyone an equal opportunity to succeed. We believe in equality and inclusion regardless of age, ethnicity, cultural background, gender identity, marital or family status, religion, disabilities, socio-economic background or sexual orientation. This applies throughout our group, around the world with no exceptions.

We capture this ethic in our 'Being Purple' ways of working, Computershare's cultural framework. Our first pillar, 'Work well together' provides clear expectations relative to diversity for the entire workforce along with additional focus points for managers and senior leadership.

Specifically:

- > Discrimination, harassment and victimisation will not be tolerated in any way at Computershare
- > We aim to recruit from the widest possible talent pool for our business and to utilise recruitment processes that are structured to provide a level playing field at all levels of the organisation
- > All employees undertake training to help reduce any conscious or unconscious bias
- > We hire, develop, reward, promote and retain people purely based on their talents, commitment, potential and the results they achieve
- > Our talent management programs are designed to be inclusive and to give talented individuals the opportunity to progress with the aim, over time, of increasing diversity at senior levels
- > We offer flexible working practices in order to support global working, carers and parents
- > We make it easy for those on extended leave to keep in touch with the company and their colleagues should they wish to do so.

This policy may only be amended with the approval of the Board of Computershare Limited. This version of the Policy was approved by the Board in June 2020.