

DIVERSITY AND INCLUSION POLICY

1. PURPOSE

Laserbond is an equal employment opportunity employer that values and promotes diversity. Diversity encompasses age, gender, race, ethnicity, physical abilities, religious beliefs, language, political beliefs, sexual orientation, etc.

We believe that by bringing together people from diverse backgrounds who contribute based on their skills, experiences and perspectives, we can deliver the best value and sustainability for Laserbond and its shareholders.

2. DIVERSITY OBJECTIVES

Laserbond's diversity strategy aims to:

- a) Promote a culture of diversity: Ensure all employees feel valued and empowered.
- b) Eliminate barriers to diversity: Remove obstacles in recruitment, career advancement, and workplace practices that may disadvantage any group.
- c) Merit-based recruitment and selection: Ensure recruitment decisions are based on individual skills, qualifications, and potential, without bias.
- d) Opportunities for development: Provide equal opportunities for professional growth, ensuring employees from all backgrounds have access to development programs.
- e) Fair remuneration: Reward employees fairly, considering the skills, experience, and contributions of everyone.
- f) Flexible work practices: Support work-life balance through policies and practices that accommodate the diverse personal situations of our employees.

In line with corporate governance and the ASX Listing Rules, Laserbond is committed to setting and achieving measurable objectives for diversity. The Board will ensure these objectives are assessed annually and remain relevant to our evolving workforce and business needs.

- a) Board Diversity: Ensure a diverse composition of the Board to better reflect the range of perspectives necessary for sound decision-making.
- b) Senior Executive Diversity: Promote diversity across senior leadership roles, defined as those who report directly to the Board or CEO.
- c) Workforce Diversity: Increase the representation of underrepresented groups, including gender diversity, at all levels of the organisation, especially in skilled metals engineering positions.

3. EQUAL EMPLOYMENT OPPORTUNITY

Laserbond is committed to providing equal employment opportunities at every stage of employment, including recruitment, selection, promotion, training, remuneration, development and termination of employment.

Employment decisions will be based on merit, skills, qualifications, experience and business requirements.