

Laybuy Group Holdings Limited

Global Diversity and Inclusion Policy

What	<ul style="list-style-type: none"> We provide an environment that respects, values and works to enhance a richness of diversity amongst our team We are committed to providing equal opportunity in the workplace Everyone is responsible for their own behaviour
Purpose	To build a positive culture where individual differences are accepted, embraced and valued and any inappropriate behaviour is quickly and effectively addressed
Who	All directors, officers and employees of Laybuy Group Holdings Limited (LGHL) and its subsidiaries (together Laybuy or the Group) (such persons being Laybuy Personnel or you). This policy also relates to the expectations Laybuy has of its contractors, consultants, agency workers, seconded workers, volunteers, interns and any other person engaged by Laybuy, who in this policy are included within the term Laybuy Personnel .
When	Any time you're undertaking work for or representing Laybuy and in relation to any aspect of your employment or engagement with Laybuy
How	Use good judgement, act in the best interests of Laybuy and Speak up , if you have any questions or think there has been non-compliance with our expectations or policies.

1 Key points – Diversity and Inclusion

- We believe that a diverse workforce is essential for us to deliver on our strategic objectives and meet our responsibilities to Laybuy employees, customers, community and shareholders.
- We're committed to building and fostering a culture at all levels of the business in which diversity is embraced and valued, and where employment and career enhancement is based solely upon individual merit and qualifications directly related to professional competence.

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- Diversity means recognising the value in the differences in people including in relation to gender, race, ethnicity, sexual orientation, age, disability, religion or cultural background.
- We strictly prohibit discrimination, harassment, vilification and victimisation.
- We are committed to inclusion at all levels of the business regardless of race, colour, religion, national origin, ancestry, pregnancy status, sex, gender identity or expression, age, marital status, mental or physical disability, medical condition, sexual orientation, socio-economic background, perspective and experience.
- All complaints will be treated sensitively, fairly, confidentially and in a timely manner.
- We expect all employees and anyone representing Laybuy to understand and adhere to this policy and behave honestly, with integrity and within relevant laws at all times.
- References to **your Relevant Person** in this policy should be read based on your employment status; for example if you are an employee it means your Leader (as defined below), if you are a contractor or consultant it means the person you negotiated your engagement with. If you are unsure about who your Relevant Person is please seek clarity before confirming that you have read and understood this policy.

This policy is to be read in conjunction with the Bullying, Discrimination and Harassment Policy relevant to your location of work where you'll find definitions of bullying, discrimination, harassment and, if applicable, other types of behavior that Laybuy prohibits.



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Please note that this policy is not part of any contract of employment and may be amended by Laybuy at any time.

2 Scope

This policy applies to all Laybuy Personnel. This policy extends to all aspects of your employment or engagement with Laybuy and includes the recruitment and selection process and the terms and conditions of your employment or engagement.

However, if any Group entity has a local Diversity and Inclusion Policy or other more specific policies or procedures which apply to you, the local Diversity and Inclusion Policy or other more specific policies or procedures will prevail to the extent of any inconsistency with this policy.

All personnel who have direct reports, as well as the directors (**Leaders**) have additional responsibilities to promote and ensure compliance with this policy.

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3 Responsibilities

All Laybuy Personnel are responsible for	Leaders are also responsible for
<ul style="list-style-type: none"> • Treating all others fairly and equitably. This includes other employees, customers, merchants and shareholders and prospective people in these groups • Being aware of the behaviour of others and where possible sensitively letting the other person know that their behaviour is inappropriate • Seeking appropriate advice about the acceptability of an action prior to undertaking it • Advising their Relevant Person if they believe they have been unfairly or unlawfully treated to allow prompt resolution (see "Speak Up") • Seeking additional support to manage their health and wellbeing • Reporting behaviour which doesn't comply with this policy and the applicable legislation (see "Speak Up") 	<ul style="list-style-type: none"> • Providing Laybuy Personnel with a positive role model • Ensuring Laybuy Personnel are familiar with the avenues for complaint resolution • Dealing with complaints in relation to this policy sensitively, confidentially and effectively • Building a workplace culture which ensures that harassment in any form is not tolerated or accepted • Taking all reasonable steps to prevent unfair or unlawful behavior in the workplace

4 Objectives

At Laybuy, we are committed to achieving an inclusive and diverse workplace.

What is an inclusive and diverse workplace?

An inclusive and diverse workplace to us means ensuring, as far as reasonably practicable:

- all individuals are treated equally and with respect;



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- discrimination and harassment does not occur in the workplace – this includes when work colleagues interact over social media, email or other forms of communication;
- all employment relationship decisions (including selection, recruitment and promotions) are based on merit and the relative ability of the individual to carry out the duties of the position;
- equality of opportunity for everyone in all work related matters; and
- that any behaviour which creates an offensive, uncomfortable or threatening work environment will not be tolerated.

In order to achieve this, Laybuy has a recruitment process focused on criteria designed to help ensure that the best people are chosen for the available positions, recognising the benefits that diverse experience, perspectives and approaches can bring and guarding against any unconscious biases.

We will also work to establish programs that will assist in the development of a broader and more diverse pool of skilled and experienced employees and that, over time, will prepare them for senior management and board positions.

Measureable objectives

We are committed to continuous improvements in our efforts to achieve greater diversity and inclusion. We are driving this through activities including training, communications and regular monitoring of our performance against clearly stated objectives.



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The Board (with the support of Laybuy's Nomination and Remuneration Committee and the People Team) will develop and adopt measurable objectives for achieving diversity at Laybuy. The Board will review and assess those measurable objectives and our progress in achieving them each year.

5 Non-compliance

Failure to comply with this policy (or related policies or procedures) may result in:

- disciplinary action up to and including termination of employment or termination of engagement by Laybuy;
- criminal prosecution, if any laws are violated.

If you are an employee, please refer to the Disciplinary Policy and Procedure relevant to your location of work for more information.

6 Speak up

- If you have any questions or concerns please discuss this with your Relevant Person.
- If you learn about or suspect non-compliance with this policy (or any other Laybuy policy), please discuss this directly with your Relevant Person or the People Team immediately.



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- By asking questions and speaking up on non-compliance, you are doing the right thing. If you receive any retaliation or negativity from anyone for doing so, please notify your Relevant Person or the People Team immediately.

7 Grievances

Leaders are expected to advise the People Team of any reported instances and the People Team will work with Leaders to take all reasonable steps to investigate and resolve any concerns. The process for any complaints relating to inclusion and diversity is as outlined in our Grievance Policy and our Complaints Policy. If you are unsure about which policy applies to you please ask the People Team.

8 Related documents

Global Code of Conduct, Whistleblower Policy, Disciplinary Policy and Procedure, Bullying, Discrimination and Harassment Policy, Grievance Policy, Complaints Policy and all other policies

9 Review of this policy

This policy will be reviewed periodically by the Board of Directors and may be amended by the Board from time to time, to ensure that it is operating effectively.

Approved by the Board of Directors of Laybuy Group Holdings Limited.