

Diversity & Inclusion Policy

May 2021 Version 2.0

Purpose and Scope

This Policy has been adopted to further align the long-term interests of Non-Executive Directors with our shareholders.

Uniti (Uniti or the Company) is committed to embracing diversity and inclusion within Uniti and recognises, values and respects the importance of diversity in achieving its corporate objectives and maximising value to shareholders.

Uniti believes that diversity is associated with better financial and overall business performance, and will improve the quality of decision-making, productivity and teamwork amongst its employees.

This policy supports us building an environment where our people are respected and valued - not just for their abilities, but also for their unique and individual qualities, cultures and perspectives.

To this end, Uniti aims to promote and implement strategies to promote diversity and inclusion:

- (a) in employees' experiences, perspectives, professional skills, gender, age, socio-economic background impairment, ethnicity, cultural background, impairment, sexual preference and religious beliefs; and
- (b) across all components of Uniti's business practices, including through its education programs, selection programs for consultants, mentoring programs and community and corporate social responsibility initiatives.

This Policy applies to the Board and all senior management, employees and contractors.

Our Objectives

We aim to:

- create a workforce which reflects the diversity of our customers and the communities we connect across all levels;
- create an environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives through improved awareness of the benefits of workforce diversity and successful management of diversity;
- create an inclusive workplace culture that embraces diversity;
- achieve an awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity;
- Achieve greater representation of women across the business at all levels (where current representation is below 50%);
- Adopt and maintain fair and equitable recruitment and selection processes, including succession planning, at all levels, that are free from bias and that encourage greater innovation and improve our understanding of our diverse customer base;
- Adopt policies and practices which support individual needs and responsibilities, including parental or carer responsibilities, or religious needs;
- build a safe work environment by acting against inappropriate workplace and business behaviour including discrimination, harassment, bullying, victimisation and vilification; and
- continue to meet or exceed our legal and regulatory obligations in relation to equal opportunity, diversity and inclusion.

The Board will set measurable objectives for achieving gender diversity (Measurable Objectives), and annually

review and assess those Measurable Objectives. Our progress in achieving them will be disclosed as part of our annual report to shareholders.

Review of Policy

The Nomination and Remuneration Committee is responsible for the review and oversight of this Policy. The Committee will review the effectiveness of this Policy, its objectives and the strategies which aim to achieve the objectives, on an annual basis, and will report to the Board on the outcome of their review.

Adopted: 28 May 2021

