

# Diversity and Inclusion Policy

At Graphene Manufacturing Group we value, respect, and seek to leverage people as themselves and as part of a collaborative team.

We believe each person's individual background, experiences, thinking styles and viewpoints are key enabling the innovation needed for GMG to succeed through continuous improvement at the workplace and enhancing customer satisfaction.

Our aim is to provide a workplace culture that fosters inclusion and encouragement for everyone to be their authentic self at work in a collaborative environment striving to achieve GMG's Vision to enhance society. We believe this will enable an enriching experience for our team and our customers.

To support our intentions, we will establish inclusion and diversity related objectives which will include:

- Addressing any barriers that may prevent inclusion and diversity in the workplace.
- Proactive workplace opportunities and support regardless of age, gender, ethnicity, sexual orientation, marital and parental status or religious beliefs.
- Providing facilities to accommodate varying physical abilities.
- Recognition and celebration of our diversity and that of our customers.
- Development and implementation of a Reconciliation Action Plan to foster inclusion of Aboriginal and Torres Strait Island Peoples.

We will ensure we recruit, reward, and develop our team based on assessment of individual performance, potential, capability and collaborative outcomes.

Craig Nicol  
Founder and Managing Director  
Graphene Manufacturing Group  
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