

Diversity Policy

IDT Australia Limited recognises and appreciates the value inherent in a diverse workforce.

Diversity management seeks to proactively support and manage similarities among and differences between employees in the belief that it will assist the Company to achieve its goals and objectives and offer a sustainable competitive advantage having regard to the industry and locations in which it operates.

Diversity in the workplace is about recognising, respecting and valuing differences such as gender, ethnicity, colour, age, race, religious beliefs, cultural background, socioeconomic background, disability, ethnicity, marital or family status, sexual orientation, gender identity, perspective and experience in and around the workplace environment.

As an organisation IDT aims to create an open and inclusive workplace environment where diverse experiences, perspectives and backgrounds of our people are valued and utilised. IDT values the differences between people and the contribution these differences make to our business. These differences will add to diversity of thought which leads to alternative ways to approach challenges, solve problems, propose suggestions, make decisions and perceive opportunities.

IDT is committed to ensure that recruitment and selection practices at all levels of the organisation are structured to ensure a diverse range of candidates are considered and to protect against conscious or unconscious discrimination. Furthermore, IDT is committed to recruit the most suitable candidates and to create a diverse pool of skilled and experienced employees that can assist the Company to achieve its strategic goals and in return increase value to shareholders.

Aims of the Policy

Aims of this Diversity Policy include:

1. Enhancing the employee talent pool - to foster recruitment, retention and promotion practices that take account of the diversity within the communities in which IDT operates
2. Supportive environment - to ensure a supportive workplace in which employee differences are treated fairly and with respect and dignity within a safe working environment
3. Work/life balance - to promote flexible workplace structures, systems and procedures that assist all employees balance their work, family and other responsibilities effectively
4. Social responsibility - to ensure IDT contributes positively to the social well-being of its communities
5. Discrimination, harassment, vilification and victimisation are not tolerated.

Measurable Objectives

Whilst the Company is committed to building strong representation of female employees across the company it does not set measurable gender diversity targets. Due to the size of the organisation other diversity dimensions are not measured.

Key Areas of Focus

To develop a diverse workforce that is representative of broader society while employing the best talent available is an evolutionary process. The Company will review regularly the areas of diversity on which it needs to focus on to progress.

Implementation of this Policy

The Board and senior management of IDT will develop, implement, maintain and continuously review the appropriate structures, systems, and procedures to support our diversity objectives.

All employees are responsible for:

- 1. promoting IDT diversity concepts and initiatives;
- 2. respecting difference and maintaining a workplace free from unfair discrimination; and
- 3. behaving in a way that is consistent with the values and spirit of this Policy.

Review of Diversity Policy

This Policy is reviewed on a periodic basis. However the Board will review this Policy as often as the Board determines appropriate and make any changes it determines necessary or desirable.

Last Review Date:	9 April 2021
Approval Date:	20 April 2021
Next Review on or before:	June 2024