

VIX DIVERSITY, EQUITY AND INCLUSION CHARTER



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At Vix Technology, we pride ourselves on being a globally diverse company. We understand that a diverse team helps us to be more innovative, creative and productive. We embrace all life experiences, backgrounds, and diversity of thought, to foster a welcoming and inclusive space.

We are actively committed to building a diverse and inclusive workforce and culture. To create an environment that promotes diversity and inclusion in all its forms, across gender, race, religion, sexual orientation, disability, ethnicity and background.

We believe this creates equal opportunities for our team members as well as better engagement; and better outcomes for our customers, partners and stakeholders.



WHAT DIVERSITY, EQUITY AND INCLUSION MEAN AT VIX TECHNOLOGY



Diversity

Diversity can be described as valuing differences and having the utmost respect for everyone as an individual regardless of sex, gender identity, nationality, religion, belief system, race, age, disability, sexual orientation, political opinion, union membership or social or ethnic origin.

Equity

Equity refers to the policies we embed that support diversity and inclusion. It's about recognising that each individual is unique, and accommodating their needs properly.

Inclusion

Inclusion in a workplace can be described as a work environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the organisation's success. Inclusion and diversity are not interchangeable but interdependent. There can be no equality of opportunity if the difference is not valued, harnessed and taken into account.

Why Diversity, Equity and Inclusion matter to us

First and foremost we want to ensure a workplace environment where all individuals are treated with respect and dignity. But embracing inclusive practices in diverse workplaces goes beyond this. Research published by leading consulting firms all point to the same conclusion: diverse and inclusive businesses perform better.

- Better opportunities for problem-solving through more insights
- Enhances collaboration
- Improves team member retention
- Attracts high-level talent
- Boosts team member engagement and improves wellness
- Increases growth and innovation
- Better reflection of the world's economy and improves overall business growth.



OUR DIVERSITY, EQUITY & INCLUSION COMMITMENT



We value all voices at Vix. The power of different perspectives helps us continue to be innovative. We want all our people to be empowered and give them autonomy and responsibility for decision-making in their daily work.

As a baseline, Vix Technology shall comply with all applicable legislation, Board expectations and customer and partner requirements. In addition, we will continue to seek opportunities to go beyond those baseline requirements to meet the needs and expectations of our team members.

This Diversity, Equity and Inclusion (DEI) charter applies to everyone at Vix Technology.



Our Diversity, Equity & Inclusion Principles

We actively remove unfair barriers

All team members should be able to access fair and equitable employment and feel safe when they are in the workplace whether it be in an office, working remotely or externally. By identifying and removing these barriers, we can level the playing field for all and provide everyone with the chance to be successful.

We understand different needs and experiences

It is essential that our people listen to, and understand, each others' experiences. We will support this by promoting a company culture of active listening, consideration and trust. When we have a better understanding of each other's perspectives, it will be easier to act with equity in mind and create a fair and welcoming environment.

We treat everyone with respect

Everyone at Vix deserves to be treated with respect and dignity. We are a group of individuals with different skill sets, ideas, feelings and lived experiences. When our people feel engaged and respected, they are more likely to have a greater sense of wellbeing and belonging and they will want to contribute to Vix's success. When team members feel like they are not being shown respect, their sense of wellbeing can suffer, they can disengage from the workplace and even consider resigning.

We create an atmosphere of inclusion

When we have a workplace that values diversity, we don't only implement policies and formal goals - we have a culture of inclusivity and psychological safety. In an inclusive culture, everyone feels welcome at the table. Ideas are free-flowing between team members, each person feels equally valued and everyone feels nurtured for growth within the workplace.

We celebrate differences

When our business is powered by diverse thinking, it has the best chance of succeeding, thriving and growing. Difference is an asset to our business. Diversity should not just be accepted, it should be sought out and celebrated.



HOW WE WILL BRING OUR COMMITMENT TO LIFE



To bring this commitment and principles to life, we will:

- Apply a diversity lens
- Challenge biases and unconscious biases
- Achieve a more balanced workforce
- Enhance decision making through promoting different perspectives
- Build awareness and inclusiveness (embedding into our culture)
- Enhance our inclusive workplace where we can all be our best

To support us in achieving this, we have the following in place:

1. A DEI Steering Committee, attended by the CEO. This group meets bi-monthly and is accountable for delivery on our DEI commitment
2. An annual DEI Action plan, run by working groups with representatives from across the organisation, addressing key focus areas for that year
3. DEI Reporting, leveraging current & future Recruitment and HR data, to track progress
4. An annual DEI survey, to assess the lived DEI experience from our people
5. Annual DEI Charter review, to keep it current and relevant based on internal and external factors



CEO commitment

I pledge to uphold this Diversity, Equity and Inclusion (DEI) charter, and to cultivate a trusting environment where all ideas are welcomed, and team members feel comfortable and empowered to have discussions about diversity, equity and inclusion.

A white rectangular box containing a handwritten signature in black ink that reads 'David Maitland'.

Signed by David Maitland, Vix Technology CEO

