

The Board of Directors ("**the Board**") of Tamawood Limited ACN 010 954 499 ("**the Company**") is committed to a diverse workplace environment. Tamawood employs 85 employees, its objectives are as follows.

- Aim to have >20% of the workforce as females as a total in all areas of the business.
- Aim to have >30% of the workforce in senior roles as female employees.

The Board has adopted the following Diversity Policy.

1. The Company is an equal opportunity employer and supports the principle of equal employment opportunity for all staff at all levels of employment.
2. The Company is committed to providing a working environment which is free from discrimination, bullying, victimisation, harassment and sexual harassment in accordance with Commonwealth and State Legislation.
3. Recruitment practices are in place whereby a diverse range of candidates are considered and no conscious or unconscious bias occurs in the selection of candidates.
4. The Board of Directors will review its Diversity Policy annually.
5. The Company as at 30 June 2026 has:
 - 49.41% of all employees are female.