

Workforce Diversity & Inclusion Policy

The employees of Telco Antennas represent a talented and diverse workforce. Achieving the full potential of this diversity is a business priority that is fundamental to our competitive success. A key element in the workforce diversity policy is a commitment to equal opportunity.

Business activities such as hiring, training, compensation, promotions, transfers, terminations and Telco Antennas sponsored social and recreational activities are conducted without discrimination based on race, colour, genetics, religion, gender, gender identity or expression, sexual orientation, national origin, disability or age. Telco Antennas is also committed to compliance with all fair employment practices regarding citizenship and immigration status.

These business activities and the design and administration of Telco Antennas employee packages or benefit plans comply with all applicable federal, state and local laws, including those dealing with equal opportunity. Telco Antennas also makes accommodation for religious observances, which Telco Antennas determines reasonable. In respecting and valuing the diversity among our employees and all those with whom we do business, managers are expected to ensure that there is a work environment free of all forms of discrimination and harassment.

Telco Antennas Flexibility Principles

1. **Balancing Of Needs:** Telco Antennas is committed to providing its employees the greatest degree of flexibility while balancing the needs of our clients, our business, team effectiveness and the individual Telco employee.
2. **Trust And Personal Responsibility:** Telco Antennas expects managers and employees to make decisions, including those about flexibility options, consistent with the value of trust and personal responsibility in all relationships and to demonstrate personal responsibility to ensure business commitments are met.
3. **Range Of Options:** Flexible work options are a vehicle of Telco Antennas to meet the needs of our clients and can be employee or management initiated and approved based upon the needs of the business, clients or individuals.
4. **Understanding Differences:** Telco Antenna employees must consider the needs of our customers, colleagues and the communities in which we operate. Each of us must

take responsibility to explore, understand and reflect differences in culture, customs, time of day, holidays, language, business requirements and the impact of our decisions on business dealings.

5. Focus On Results: Telco Antenna employees must focus on results, setting goals and measuring performance with an eye toward providing an outstanding experience for Telco Antenna clients and employees.

Effective management of our workforce diversity policy is an important strategic objective. Every Telco Antennas manager is expected to abide by this policy and uphold the company's commitment to workforce diversity.

Telco Antennas Pty Ltd.