

DIVERSITY POLICY

Introduction

Cann Group Limited (**Cann** or the **Company**) is committed to workplace diversity and recognises the benefits of having employee and board diversity, including a broader pool of high quality employees, improvements to employee retention, accessing different perspectives, and benefitting from all available talent. We are committed to providing an environment in which employees have equal access to opportunities and are not judged by reference to irrelevant attributes.

For our Company, diversity refers to all the characteristics that make our people individual and different from each other, and includes gender, age, ethnicity, religion, language, sexual orientation, marital status, disabilities and abilities, experiences, socio-economic status and cultural background.

Diversity at Cann means that we treat all individuals equally and with respect, in line with our Company values, including acting in the best interests of our people and our community.

This policy (**Diversity Policy**) complements other policies that operate in the Company, including our values statement and our recruitment and equal opportunity policies. The policy does not form part of an employee's contract of employment, nor give rise to contractual obligations. However, to the extent that the policy requires an employee or a director to do or refrain from doing something, subject to legal obligations, this Diversity Policy forms a direction from Cann with which all employees and directors are expected to comply.

Objectives

The Diversity Policy provides a framework for Cann to achieve:

- a diverse and skilled workforce, leading to continuous improvements in service delivery and achievement of corporate goals;
- a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;
- improved employment and career development opportunities for women;
- a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives through improved awareness of the benefits of workforce diversity and successful management of diversity; and
- awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity,

collectively, the **Objectives**.

The Diversity Policy does not impose on the Company, its directors, officers or employees any obligation to engage in, or justification for engaging in, any conduct which is illegal or contrary to any anti-discrimination or equal opportunity laws.

Responsibilities

The Board is committed to workplace diversity, with a particular focus on supporting the representation of women at the senior level of the Company and on the Board.

The Board, through its Remuneration and Nomination Committee, is responsible for developing measurable objectives and strategies to meet the Objectives and for monitoring the progress of meeting the Objectives. The Committee may also set further objectives and strategies to achieve gender diversity. The Committee may also require that the CEO and senior executives include measurable objectives in their annual performance objectives.

In appointing any new directors, the Board will seek to promote diversity, including gender and cultural diversity, and establish a structured approach for identifying a pool of candidates, using external experts where necessary, whilst also taking into account the skills and expertise requirements for any Board appointments.

Strategies

The Company's diversity strategies include:

- recruiting from a diverse pool of candidates for all positions, including senior management and the Board;
- reviewing succession plans to ensure an appropriate focus on diversity;
- identifying specific factors to take account of in recruitment and selections processes to encourage diversity;
- developing programs to develop a broader pool of skilled and experienced senior management and board candidates, including workplace development programs, mentoring programs and targeted training and development;
- developing a culture which takes account of domestic and family responsibilities of employees including by adopting flexible work practices and parental leave arrangements; and
- any other strategies the Board develops from time to time.

The Board acknowledges that the Company already has policies in place relating to:

- flexible working arrangements;
- recruitment and equal employment opportunity;
- parental leave arrangements.

The Board will continue to monitor these policies and encourages the Company to develop and implement any new policies that may assist in the creation of a more diverse and inclusive workforce at Cann.

Monitoring and evaluation

The Company Secretary will monitor the scope and currency of the Diversity Policy.

The Company is responsible for implementing, monitoring and reporting on the any measured and key objectives as set by the Board or the Remuneration and Nomination Committee.

Reporting

The Company Secretary will report to the Board on progress with respect to the Objectives on an annual basis. The Board will also review and report on the Diversity Policy, measures and outcomes on an annual basis, including as part of the Company's Annual Report and / or the Company's annual Corporate Governance Statement.

Questions and review of policy

Any questions in relation to the Diversity Policy should be directed to the Chairman of the Board.

The Diversity Policy will be periodically reviewed by the Board and management of the Company to confirm that it is operating as it is intended, and to implement any changes needed to ensure it remains up to date.

Adopted by the Board on 13 July 2022.