

## Purpose

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At Altium we are committed to our people. We recognize them as the source of our competitive advantage and place great importance on selecting the right people for the right positions and ensuring that individuals are provided with opportunities to develop and grow.

We believe in promotion based on merit not other factors, including seniority or gender. Our ultimate aim is to enable our people to reach their full potential so that they can not only contribute to the future success of the company, but also achieve their own personal career goals and aspirations.

## Altium People

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Our employees around the world are high achievers – leaders in their field and they are passionate about what they do.

We believe our success depends upon a total commitment to innovation, flexibly embracing new ideas and working and learning together to continually stretch the boundaries of how we operate.

## Benefits of Diversity

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We recognize that diversity is a strength in our employees. We value the variety of talents and ideas that our employees bring from different backgrounds and cultures and we promote an inclusive work environment free of any form of discrimination and harassment. We believe that through the sharing of perspectives and experiences, our employees are able to broaden their vision and create unique and innovative solutions.

## Company Commitment

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We are committed to providing a flexible work environment without an emphasis on organizational hierarchy, where all employees are recognised for their unique contribution.

## Gender Diversity

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Altium has a strong commitment to identifying and putting in place initiatives to address imbalances in gender diversity. The Remuneration & Nomination Committee of the Board will hold the responsibility for assessing on an annual basis the achievement against gender diversity objectives, including the representation of women at all levels of the organization.

## Employee Initiatives

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Altium actively tries to ensure that all opportunities for appointment and promotion are available to the best candidate by putting in place a number of initiatives to facilitate employees ability to perform their jobs regardless of gender, age, sexual orientation, race, ethnicity, religion, disability or family responsibilities including;

- Flexible working hours
- Job Share
- Working from Home
- Family Room
- Family Leave
- Educational Assistance Program
- Errand/postal/dry cleaning service
- Advertising position vacancies as an equal opportunity employer

## Measuring Diversity

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- The Remuneration and Nomination Committee shall review the Diversity statistics annually and oversee the implementation of any new initiatives or changes to existing initiatives to ensure that the company continues to foster and encourage diversity.
- Due to the nature of business and size of the entity, the board believes that it is inappropriate to set any quotas on diversity as this could result in the appointment of a less skilled individual. Instead the company will focus on creating an accommodating environment which will encourage a diverse pool of talent to apply for positions with all candidates considered on a merit basis.
- Gender statistics will be reported annually in the Annual Financial Report.
- One of Altium's objectives will be to maintain its compliance with the Australian Governments' "Equal Opportunity for Women in the Workplace Agency".