



Diversity, Inclusion & Respect at Work Policy

Mercantile Group | Techmert Corporate Policy

Policy Owner	Effective Date	Next Review
Management	16-Jun-25	16-Jun-27

1. Purpose

This policy supports a business culture, and any future workplace operated by Mercantile Group and Techmert, based on dignity, fairness, equal opportunity and respectful conduct.

2. Scope

This policy applies to Mercantile Group Pty Ltd as trustee for Mercantile Group Trust, trading as Techmert (together, “Mercantile Group and Techmert”), including management, contractors, agents, suppliers and other business partners where relevant. Mercantile Group and Techmert currently operate without employees. Any reference in this policy to employees or workers applies only to supplier or contractor personnel, or to personnel engaged by Mercantile Group and Techmert in the future.

3. Equal Opportunity and Merit

- Engagement, contracting, supplier and other commercial decisions are to be based on capability, performance, requirements and lawful business considerations. If employees or other personnel are engaged in the future, employment decisions will follow the same principles.
- Unlawful discrimination, harassment, bullying, victimisation and violence are prohibited.
- Differences in background, experience and perspective are treated as a source of constructive business value, subject to legitimate role and customer requirements.

4. Respectful Conduct

- All people dealing with Mercantile Group and Techmert are expected to communicate professionally and treat customers, suppliers, contractors, business partners and any future personnel with dignity and respect.
- Reasonable workplace, engagement or business-relationship concerns are to be considered fairly and without retaliation.
- Where practicable and appropriate, reasonable adjustments will be considered to support equal participation and access.



5. Suppliers and Contractors

Suppliers and contractors are expected to maintain lawful and respectful workplace practices and to address substantiated concerns involving discrimination, harassment, exploitation or victimisation.

6. Reporting and Response

- Concerns may be raised under the Grievance & Speak-Up Policy.
- Substantiated breaches will be addressed proportionately and may result in corrective action or changes to engagement, contracting or supplier arrangements, and to employment arrangements if relevant in the future.

7. Responsibilities and Records

Management is responsible for supporting the intent of this policy and retaining appropriate records of significant concerns and corrective actions.

Approval and Review

This policy is approved for use by Management on behalf of Mercantile Group and Techmert. It will be reviewed by the next review date shown above, and earlier where there is a material change in law, business activities, customer requirements, risk profile or supply-chain arrangements.

Where a customer, contract, purchase order, specification or site requirement imposes a higher standard, the applicable higher requirement will be reviewed and adopted where accepted as part of the engagement.