

Blockchain Australia

Diversity & Inclusion Policy

2020 - 2022

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Blockchain Australia Diversity & Inclusion Policy 2020 - 2022

OVERVIEW

Blockchain Australia recognises that its efforts to advance the responsible adoption of blockchain technology requires diverse and inclusive representation at all levels of the organisation and its ecosystem. In this regard, Blockchain Australia places utmost value in the creation of a diverse ecosystem involved with blockchain technology.

By introducing and maintaining a formal diversity and inclusion policy, Blockchain Australia seeks to lead the way in achieving inclusiveness as a mindset and therefore equal opportunities and outcomes for a diverse body of individuals. A formal policy is an important tool for communicating to internal and external stakeholders, Blockchain Australia's expectations and standards to ensure diverse representation and that diversity and inclusiveness is valued and rewarded in the organisation and ecosystem.

Blockchain Australia is committed to promoting a culture within our organisation and ecosystem that embraces diversity and inclusiveness at all levels so that individuals contributing and that are seeking to contribute to the responsible adoption of blockchain technology in Australia feel safe and supported to do so .

This policy will be used to raise and address diversity and inclusion issues and opportunities across:

- Blockchain Australia's Board of Directors
- Blockchain Australia employees and contractors
- Members of Blockchain Australia
- Working groups appointed by either the Board or Management
- Speakers at events organised or endorsed by Blockchain Australia

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Board of Directors

Directors are elected or appointed to their positions in accordance with Blockchain Australia's Constitution. Elected directors agree to serve in their position for a two-year term except for Student Directors who serve a one-year term.

Directors are appointed on a rotating two year term so that the board will only rotate half of the Directors in any given year unless someone chooses to step down.

The Board of Directors is currently comprised of the following positions:

- CEO of Blockchain Australia, appointed by the Board of Directors
- 2 Digital Currency Members, elected by the class of Digital Currency Members
- 2 Blockchain Scale Up Members, elected by the class of Blockchain Scale Up Members
- 2 Corporate and Advisory Members, elected by the class of Corporate and Advisory Members
- 2 Fellows of Blockchain Australia, elected by the class of Fellows of Blockchain Australia
- 2 Individual Members, elected by the class of Individual Members
- 1 Student Member, elected by the class of Student Members

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Gender Target - November 2020 / 21

Gender Minimum 30%

Gender Target 40%

Blockchain Australia will use its best endeavours to encourage gender diverse candidates to apply for open Board Director positions.

Further to the objective to achieve diversity on the Board, Management of Blockchain Australia and the existing Board of Directors will:

- Actively and regularly promote each annual election and call for nominations across a wide range of channels to ensure a diverse pool of suitably skilled nominees; and
- Endeavour to ensure that there is no intended or unintended bias or discrimination throughout the nomination and voting process, and the exercise of Board discretion, to ensure that decisions are made consistently, fairly and equitably across Blockchain Australia's members.

Having regard to the existing composition of the Board of Directors and the nominations received in the lead up to each annual election, Management has the discretion to send targeted correspondence to members or potential members that Management considers would be suitably skilled to nominate and fill the position of Director

To achieve the objective of gender diversity at Board level, board positions will reflect a minimum 30% gender balance on and from the elections conducted in 2020.

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Genders and Diversity Target November 2021 / 22

Gender Minimum 40%

Gender and Diversity Target 40 / 40 / 20

To achieve the objective of diversity on the Board, Management of Blockchain Australia and the existing Board of Directors will advise its membership at a time to be determined by the Board that Blockchain Australia will seek constitutional amendments that include a mandated gender minimum of 40% at the Annual General Meeting in the 2021/22 year.

Intention to amend the Constitution in this manner is to be advised to members no less than 6 months before the conducting of the Blockchain Australia Board elections.

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Working Groups Composition

In order to assist in achieving an organisation wide target of 50% gender diversity, working groups will be reconstituted.

To achieve the objective that Working Groups reflect a diversity of gender, backgrounds, knowledge, experience and abilities, Management of Blockchain Australia will invite members to participate in Working Groups having regard to:

- the subject matter of the Working Group;
- the ability of the member to contribute to the Working Group, based on their insights, experience, relationships or intention to contribute time to the Working Group;
- the diversity mix of the Working Group.

To achieve the objective that Working Groups are inclusive in the course of their work, retaining Working Group members and attracting new Working Group members, the Chair of each Working Group must ensure transparency of the work being undertaken (to the extent possible) and by whom.

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Diversity Working Group - Diversity & Inclusion

Blockchain Australia will create a dedicated Gender and Diversity working group.

To ensure that diversity and inclusion is front of mind for Blockchain Australia and issues of diversity and inclusion are appropriately considered and acted upon, a Working Group will be formed to consider issues and opportunities and make recommendations to Management and the Board.

The CEO and one Director will supervise the Working Group and provide regular updates to the Board regarding issues being considered by the Working Group.

The working group will report to the Board no later than 5 months after the 2020 elections with -

- Observations; and
- Initiatives; and
- Recommendations

with respect to the broader Blockchain ecosystem in Australia and a dedicated programme to ensure that Blockchain Australia is actively nurturing, engaging and promoting gender and diversity initiatives.

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Events Policy

To achieve the objective that speakers and speaking panels reflect a diversity of gender, backgrounds, knowledge, experience and abilities, Management of Blockchain Australia will curate speakers and speaking panels having regard to:

- the subject matter to be presented on to achieve the objectives of the event;
- the ability of the speaker to provide an excellent presentation based on their insights or experience;
- the profile of individual speakers that have given and will give presentations on behalf of Blockchain Australia, ensuring that the succession of individual speakers organised by Blockchain Australia over each financial year represents a diverse mix of speakers; and
- the diversity mix of a speaking panel.

Blockchain Australia has committed to the Panel Pledge. This commitment is to be prominently displayed across all relevant social and digital channels.

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Employees and Contractors

To achieve the objective of gender diversity for employees and contractors, Management of Blockchain Australia will ensure that recruitment campaigns, interview processes, and setting of job descriptions are non-discriminatory and gender neutral.

All processes will be regularly reviewed.

Management will ensure that employees of and contractors to Blockchain Australia are aware of this policy.

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Member Statistics

As at renewal or sign on of new members from December 2020 the membership of Blockchain Australia will be asked to provide information with respect to whether the:

- Member organisation has a gender and diversity programme or strategy
- Board level or management level gender representation

The provision of information is

- voluntary (opt-in); and
- all members will be provided a commitment that any information provided is confidential: and
- reporting of information contains no identifiable data and is provided in aggregate only

Diversity statistics will be collected from December 2020 and reported from the Annual General Meeting in 2021.

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Reporting and Compliance

The CEO will report to the Board on the progress towards achieving Blockchain Australia's objectives for diversity and inclusion at all levels of the organisation.

The CEO will report annually to the members at the Annual General Meeting.

Review of the Policy

Management will review this policy in conjunction with the Working Group annually and amend as required.