

Redbubble Limited – Board Diversity Policy

March 2020

1 What is the purpose of this policy?

The purpose of this policy is to set out the Redbubble Directors' commitment to diversity on the Board.

2 Who does this policy apply to?

This is a policy applies to the Board of Redbubble Limited. It does not apply to diversity in relation to Redbubble staff or contractors, which will be dealt with under separate policy.

3 What do we mean by 'diversity'?

Diversity principally relates to gender, age, ethnicity, race, cultural background, disability, religion and sexual orientation. In addition, diversity extends to different life experiences, skills, styles, competencies, thinking styles and circles of influence.

4 The Board's commitment to diversity:

The Board seeks to ensure that it has appropriate diversity to enable it to effectively discharge its responsibilities and create a company of enduring value.

The Board recognises the following key principles of diversity of its membership:

- effectiveness of Board discussion and decision making requires a diverse range of voices and experiences being brought to bear on a common purpose and values with a commitment to strong working relationships;
- the Board acknowledges that the presence of diversity of voices on the Board (being diversity including all types referred to in section 3 above) adds value to the Board's decision making;
- the Board accepts that friction may arise from having diverse voices on the Board; and
- given the choice between two candidates for the Board of equal calibre, a candidate that added to the diversity of the Board would be preferred.

The Board will establish measurable objectives for achieving appropriate diversity on the Board, based on recommendations from the Nomination Committee.

The People and Nomination Committee will report to the Board on:

- initiatives undertaken in relation to Board Diversity and to achieve the measurable objectives; and
- progress in achieving the measurable objectives.

The Board will, at least annually, assess the measurable objectives and progress in achieving them.

5 Review and publication of this policy:

This Board adopted this policy on 15 March 2016 and last amended this policy 27 March 2020.

This policy is available at shareholders.redbubble.com and the key features are published in the Redbubble Annual Report.

This policy may be amended by resolution of the Board. The People and Nomination Committee will review this policy at least annually and, if considered appropriate, will make recommendations to the Board in relation to amendments.

