



## Diversity Policy

### 1. Introduction

This Policy supports the commitment of Admedus Ltd and its controlled entities (the “Company”) to diversity at all levels.

This Diversity Policy should be read in conjunction with the Company’s other Employee policies, including the Company’s Code of Conduct.

### 2. Benefits of diversity

- Diversity involves recognising and valuing the unique contribution people can make because of their individual background and different skills, experiences and perspectives. Diversity may result from a range of factors including, but is not limited to, gender, ethnicity, sexual orientation, disability, age, marital or family status, family responsibilities, religious or cultural background, socio-economic background, perspective education, experience and industry. The Company values the differences between its people and the contribution these differences make to the Company.
- The Company’s commitment to diversity forms part of its merit-based organisational culture dedicated to the recruitment and retention of the best available talent at all levels, up to and including the Board.
- The Company believes that embracing diversity in its workforce contributes to the achievement of its corporate objectives and enhances its reputation. It enables the Company to:
  - a) attract, retain and motivate employees from a diverse pool of talented candidates;

- b) make more informed and innovative decisions, drawing on the wide range of ideas, experiences, approaches and perspectives that employees from diverse backgrounds, with differing skill sets, bring to their roles; and
- c) better represent the diversity of its stakeholders and markets.

### 3. Commitment to diversity

- The Company is committed to achieving the goals of:
  - a) providing access to equal opportunities at work based on merit; and
  - b) fostering a corporate culture that embraces and values diversity.
- The Company is an equal opportunity employer and welcomes people from a diverse set of backgrounds.
- The Company will not tolerate discrimination, harassment, vilification and victimisation in the workplace.
- The Company recognises that employees (female and male) at all levels may have domestic responsibilities and adopt flexible work practices that will assist them to meet these responsibilities including part-time, other flexible work arrangements and keeping in touch days for employees on extended parental leave.

### 4. Board composition and selection

- The Company is committed to promoting a corporate culture which embraces diversity when determining the composition of the Board. Where it is deemed that the Board would benefit from the services of a new Director with particular skills, the Board considers all candidates with the appropriate expertise and experience from a diverse pool of qualified candidates.



- While the benefits of diversity at all levels are acknowledged, the overriding factor will be the selection of the best person for the role.

## **5. Recruitment of board members, senior management and employees**

The Company is committed to ensuring equal employment opportunity for members of the Board, senior management and all its employees, based on merit, ability, performance and potential, in a way that contributes to the achievement of its corporate objectives, including diversity.

## **6. Objectives for achieving gender diversity**

In accordance with ASX Corporate Governance Principles and Recommendations, this Policy requires the Board to:

- establish measurable objectives for achieving greater gender diversity; and
- assess annually both the measurable objectives for achieving gender diversity and the progress in achieving them.

The Company's objective is to achieve and maintain 50/50 gender balance across all levels of the organisation. Following the restructure of the business including divestment of parts of the business in 2019, there was a reduction in staff by approximately 50% which impacted the gender balance at each level of the organisation. The Company has again commenced monitoring and working toward its stated objective.

While this objective relates to gender diversity, the Board recognises the importance of broader diversity.

Management will monitor, review and report to the Remuneration Committee and/or the Board as appropriate on the Company's progress towards achieving the measurable objectives on an annual basis.

The Company will for each year report to shareholders through the Corporate Governance Statement:

- the measurable objectives set for that period to achieve gender diversity;
- the Company's progress towards achieving those objectives; and
- the respective proportions of men and women on the Board, Executive management team and across the whole workforce.

## **7. Roles and responsibilities**

Every officer and employee of the Company is responsible for supporting and maintaining the Company's corporate culture, including its commitment to diversity in the workplace.

## **8. Review and changes to this Policy**

- The Board will review this Policy as necessary to comply with any applicable legal requirements and remains relevant and effective.
- This Policy was last reviewed and approved by the Board on 25 March 2020.
- The Board may change this Policy from time to time by resolution.

## **9. Interaction with other legislation**

This Policy applies to the extent that it does not conflict with equal employment opportunity and antidiscrimination legislation in jurisdictions in which the Company operates.

## **10. Questions**

Any questions about this Policy should be directed to the Company Secretary.