

MEDIBIO LIMITED

DIVERSITY POLICY

1. INTRODUCTION

1.1 Medibio Limited ("**Medibio**") is committed to workplace diversity. Medibio recognises the benefits arising from employee and board diversity including a broader pool of high quality employees, improving employee retention, accessing different perspectives and ideas and benefiting from all available talent.

1.2 Diversity includes, but is not limited to, gender, age, ethnicity and cultural background.

1.3 The board of directors of Medibio is responsible for adopting and monitoring the Company's Diversity Policy ("**Policy**"). This Policy does not form part of an employee's contract of employment, nor does it give rise to contractual obligations. Every employee and officer of Medibio is responsible for supporting and maintaining Medibio's corporate culture including its commitment to diversity in the workplace.

2. OBJECTIVES

2.1 The Diversity Policy provides a framework ("**Objectives**") for Medibio to achieve:

(a) a diverse and skilled workforce, leading to continuous improvement in service delivery and achievement of corporate goals;

(b) a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;

(c) a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives through improved awareness of

the benefits of workforce diversity and successful management of diversity; and

(d) awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity.

3. RESPONSIBILITIES

3.1 Given the Company's size and current operations, the Board will be responsible for developing measurable objectives and strategies to meet the Objectives of the Diversity Policy ("**Measurable Objectives**") and monitoring the progress of the Measurable Objectives through the reporting mechanisms listed below.

3.2 The Board is committed to embracing diversity when determining the composition of the Board including the nomination, selection and appointment of new Directors. Assessment of qualifications, skills, experience and diversity of gender is considered by the Board in determining the composition of the Board, senior management and employees.

3.3 The Board is committed to creating programs or initiatives to best enhance the development of required skills and experience for leadership roles and Board positions so as to achieve improved diversity within the Company.

3.4 To assist with improving gender diversity within the organisation, the Company will develop and introduce programs and initiatives. In the case of gender diversity, such initiatives may include:

(a) mentoring programs;

(b) networking opportunities;

- (c) professional development programs that are targeted at helping women and men develop skills and experience for advancement to senior management and Board positions;
- (d) fostering a corporate culture that embraces and values diversity and uses that diversity to deliver business outcomes;
- (e) providing flexible work options and a working environment that helps women and men to balance their work, life and family responsibilities; and
- (f) management supporting the promotion of talented women and men into leadership roles.

4. REPORTING

4.1 The Board is ultimately responsible for establishing the measurable diversity objectives for the Company and ensuring that they will be progressively and successfully achieved.

4.2 The Managing Director or the Chief Executive Officer and Company Secretary will monitor and report on the progress and effectiveness of the diversity programs and initiatives, as part of an annual compliance review to the Board.

4.3 This Policy will be reviewed on an annual basis.

4.4 The Board will include in the Annual Report each year:

- (a) Measurable Objectives, if any, set by the Board;
- (b) progress against the Objectives; and
- (c) the proportion of women employees in the whole organisation, at senior management level and at Board level.

5. EFFECTIVE DATE

5.1 This Policy was ratified by the Board of Medibio on 31 January 2012.