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## Diversity Policy

**Medibio Limited**

**ACN 008 130 336**

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Adopted by the Board on	25 September 2019
Last Review Date	22 July 2020
Next Review Due date	July 2021
Review Frequency	Every 12 months
Policy Owner	Governance

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## 1. Overview

- 1.1 Medibio Limited (ACN 008 130 336) (**Company**) is committed to establishing and maintaining an inclusive workplace that embraces and promotes Diversity. This Diversity Policy (**Policy**) sets out the Company's commitment to Diversity and inclusion in the workplace and provides a framework to achieve the Group's diversity goals.
- 1.2 The Company recognises the strategic and personal advantages that arise from a workplace where decisions are based on merit and where all Employees are treated equally.
- 1.3 This policy is to be read and applied in conjunction with the Company's values.

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## 2. Definitions

- 2.1 In this Policy, unless the context otherwise requires:

**ASX** means ASX Limited (ABN 98 008 624 691) or the financial market conducted by ASX Limited, as the context requires.

**Board** means the board of directors of the Company.

**Diversity** includes, but is not limited to, differences that relate to gender, age, ethnicity, disability, sexual orientation and gender identity, religion, cultural background, disabilities personality, marital and family status, carer responsibilities, socio-economic background perspective, experience and location.

**Employee** means a person who is an employee, officer, or director of the Group.

**Group** means the Company and its subsidiaries.

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## 3. Who does this Policy apply to?

- 3.1 This Policy applies to the Company's Board as a whole, and to all Employees individually.

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## 4. Benefits of this Policy

- 4.1 The Company has adopted this Policy to acknowledge and appreciate the positive outcomes that can be achieved through the diverse range of abilities and perspectives that Employees bring to the Group through their Diversity.
- 4.2 The Company understands that organisational performance is linked to an inclusive environment that embraces and promotes Diversity.
- 4.3 The understands by embracing diversity and inclusion in the workplace the Company will be better equipped to make creative, innovative and effective decisions that draw on the wide range of experiences, approaches and perspectives people from diverse backgrounds bring to their roles. In order to facilitate an inclusive workplace the Company understands that workplace, discrimination, harassment, vilification and victimisation cannot and will not be tolerated.
- 4.4 This Policy is specifically designed to assist the Company to reach its strategic goals by:
- (a) ensuring that all Employees are treated with equality and respect;
  - (b) facilitating employment opportunities based on appropriate recruitment processes (at all levels) of considering a range of employees and attracting, rewarding and retaining

staff with a diverse range of skills and experience guarding against any conscious or unconscious biases that might discriminate against certain candidates;

- (c) developing flexible workplace practices to recognise and meet the diverse needs of Employees;
- (d) building and maintaining a safe and open workplace;
- (e) extending opportunities for those on parental leave to maintain their connection with the Company by ensuring they receive all staff communications and equal opportunity to attend training and events while on parental leave;
- (f) contributing to the community by fostering a culture of acceptance and teamwork; and
- (g) meeting the Company's obligations under the ASX Corporate Governance Principles and Recommendations.

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## 5. Objectives

- 5.1 The Board will establish Diversity related measurable targets (**Measurable Objectives**) on an annual basis to identify ways in which gender diversity and other appropriate aspects of Diversity can be achieved and measured.
- 5.2 The Measurable Objectives are to include, the Company's objectives for achieving gender diversity as follows:
  - (a) to cultivate an inclusive workplace of fairness and equality which fosters the unique skills and talents of a diverse range of people; and
  - (b) to encourage diversity in skill set, experience, qualifications and age of our workforce. With a diverse mix of professionals, providing services to our customers, we will continue to encourage diversity in hiring and sourcing of candidates.
- 5.3 The Board will assess annually the Measurable Objectives and the Group's progress in achieving them.

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## 6. Responsibilities

- 6.1 The Board has responsibility to:
  - (a) oversee this Policy including the review of its appropriateness and effectiveness;
  - (b) encourage and promote any other initiatives, policies and processes appropriate from time to time to encourage and promote Diversity from a broader and more diverse pool of skilled and experienced employees and that, over time, will prepare them for senior management and board positions;
  - (c) annually set and review the Measurable Objectives;
  - (d) annually assess the Company's progress towards achieving the Measurable Objectives; and
  - (e) ensure compliance with the ASX Corporate Governance Principles and Recommendations in respect of Diversity.

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## 7. Publication of this Policy and the Company's progress

- 7.1 This Policy will be available on the Company's website.

- 7.2 The Company will provide information in its annual report regarding:
- (a) key features of this Policy;
  - (b) the Measurable Objectives and the Company's progress towards achieving them;
  - (c) the respective proportions of men and women on the Board, in senior executive positions and across the whole organisation; and
  - (d) A statement as to the mix of skills and diversity which the Board is looking to achieve in membership of the Board
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## **8. Employee rights and obligations**

- 8.1 This Policy is aspirational and does not form part of an Employee's terms of employment, appointment or engagement with the Group. A departure from the Policy or a failure to meet Measurable Objectives may result in reporting obligations for the Company but is not intended to create direct legal obligations between the Group and Employees.
- 8.2 This Policy is not to be used by the Group, or any Employee, to justify conduct which is contrary to any anti-discrimination or equal employment opportunity laws in any jurisdiction.
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## **9. Review of this Policy and Questions**

- 9.1 The Board and Company Secretary will review this Policy annually or as often as considered necessary.
- 9.2 Any amendment to this Policy must be approved by the Board.
- 9.3 All questions regarding this Policy should be directed to the Company Secretary of the Company.
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## **10. Approved and Adopted**

- 10.1 This policy was approved and adopted by the Board on 22 July 2020.