

# Diversity Policy

ImpediMed Limited (ACN 089 705 144) (**ImpediMed** or **Company**)

Adopted by the Board on 20 July 2022

## 1. Our Diversity and Inclusion Statement

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At ImpediMed, we've created an inclusive workplace that promotes and values diversity in age, gender identity, race, sexual orientation, physical or mental ability, ethnicity, and perspective. ImpediMed strives for excellence and our team can do its best work when our environment is inclusive, diverse and values all regardless of who they are and where they've been.

At ImpediMed, our policies are in place to prevent discrimination against our people regardless of gender identity or expression, sexual orientation, religion, ethnicity, age, race, disability status, citizenship, or any other aspect which makes them unique. ImpediMed wants all employees to feel valued, appreciated, and free to be who they are at work.

## 2. Diversity at ImpediMed

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### 1.1 Our commitment

This policy sets out the Company's commitment to diversity and inclusion in the workplace and provides a framework to achieve the Company's diversity goals.

The Company is committed to creating and ensuring a diverse work environment in which everyone is treated fairly and with respect and where everyone feels responsible for the reputation and performance of the Company in the spirit of our core values of Respect, Integrity, and Accountability. The board of directors of the Company (**Board**) and management believe that the Company's commitment to this policy contributes to achieving corporate objectives and embeds the importance and value of diversity within the culture of the Company.

Diversity can broaden the pool for recruitment of high quality employees, enhance employee retention in a competitive labour market, improve the Company's corporate image and reputation and foster a closer connection with and better understanding of customers. It is important that the Company is able to attract, retain and motivate employees from the widest possible pool of talent.

- We acknowledge that our employees and clients share a diverse range of backgrounds and religious beliefs and practices and we support tolerance of

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difference in the workplace.

- We acknowledge the corporate benefits arising from a commitment to diversity, with every level of the organization holding responsibility.
- Communication is respectful between all employees regardless of title or level.
- Insights of diverse groups are sought and welcomed; employees are not alienated or excluded because they don't fit into a set of cultural norms.
- An inclusive environment where employees feel that their background, gender and lifestyle do not affect perceptions of them as a professional, or affect their opportunities for development and promotion.
- Flexible working practices are available where appropriate, as there is an appreciation that not everyone can and will work the same hours or in the same way. This removes disadvantage and discrimination to participation in work.
- The diversity of our workforce is visible at every level of the organization and in every business area.
- Employees are aware of their own unconscious and conscious bias and know how to ensure this does not manifest itself at work.

In respecting and valuing the diversity among our employees, and all those with whom we do business, managers and employees are expected to ensure that there is a work environment free of all forms of discrimination and harassment.

### **1.2 Who this policy applies to**

This policy applies to all directors of the Board, as well as all other officers, employees, contractors, consultants and associates of the Company. It is essential that you are familiar with this policy, which is available on the Company's website.

### **1.3 Implementation**

Board Responsibilities:

- The Board has the role of overseeing the implementation of this policy and assessing progress in achieving its objectives.

Managers Responsibilities:

- Implementing this policy as part of their day-to-day management of employees and in applying policies and practices in a fair and equitable way.
- Recognizing unacceptable behavior and taking immediate appropriate action.

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Employees Responsibilities:

- Implementing this policy in their day-to-day work and their dealings with colleagues and customers.
- Notifying their line manager, senior management or head of Human Resources of any concerns with regard to the conduct of other employees.

### 3. What Diversity Means To Us

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#### 2.1 What is diversity?

Diversity refers to characteristics that make individuals different from each other. Diversity encompasses differences in backgrounds and experiences, and also differences in approach and viewpoints. It includes factors such as gender, age, ethnicity, marital or family status, religious beliefs, cultural background, socio-economic background, sexual orientation, gender identity, sexual preference, language, disability and other areas of potential difference.

#### 2.2 Gender diversity

The Company has a commitment to gender diversity and the fundamental principle that gender is not a barrier to participation in our workforce, management, senior executive and on our Board. Our leaders are committed to providing opportunities that allow all staff to reach their full potential, regardless of gender.

#### 2.3 Board and senior executive diversity

At ImpediMed, diversity of gender and background are two important criteria we take into account in developing our succession plans and appointment processes for our Board and senior executive positions. However, other selection criteria, in particular business acumen and industry experience, are also fundamentally important. The Board will determine and monitor our succession plans and appointment processes with the aim of achieving our diversity objectives, in particular regarding a balance in the number of women in senior executive positions and on the Board.

#### 2.4 Work and life balance

ImpediMed believes in assisting employees to maintain a healthy and holistic balance between work, family and other commitments, activities and interests.

#### 2.5 Ability not disability

When we employ and promote people, we consider ability and not disability. We aim to create an inclusive environment that supports people and removes artificial barriers from the workplace.

## 4. How we Promote Diversity

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### 3.1 Steps we are taking and measurable objectives

The Company is committed to an inclusive workplace that embraces and promotes diversity as part of our corporate culture. In order to have an inclusive workplace, discrimination, harassment, vilification and victimisation cannot and will not be tolerated. This is further outlined in the Company's Code of Conduct.

The Company retains the aim of increasing the percentage of women in senior management positions and the number of women on the Board and promoting the principle that the employment of women should be dealt with on the basis of merit.

Our policies and procedures will ensure that promotion of diversity within the workplace and our management teams will be made aware of the policies that exist within the organisation to promote diversity within the workplace. For example

1. For director selection, the board will use its best endeavours to ensure female candidates are considered for any board position, taking into consideration the key requirement of desired / required skills.
2. For employee selection:
  - A wider candidate pool can be established by engaging a professional search/recruitment firm(s), and/or by advertising vacancies; and
  - a short-list identifying potential candidates for the appointment should include a mix of both male and female candidates wherever possible

Our induction, training and other programs will be designed to promote our culture of diversity and female participation in the workplace and within leadership positions.

### 3.2 The Board's role

The Board will:

- (a) consider the establishment of measurable objectives for achieving gender diversity in the composition of the board, senior executives and workplace generally;
- (b) if established, annually assess these objectives and the progress in achieving them;
- (c) promote diversity as an important strategic and cultural factor to achieve business objectives across the organisation;
- (d) identify ways to promote a culture supportive of diversity, including developing and promoting policies, programs and guidelines;
- (e) ensure recruitment and selection processes across all levels of ImpediMed are structured so that a diverse range of candidates are

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considered and actively reviewing on a regular basis ImpediMed's recruiting practices, policies and procedures to reduce bias, both conscious and unconscious;

- (f) oversee the identifying, designing and implementing of programs that will assist in the development of a broader and more diverse pool of skilled and experienced employees and that, over time, will prepare them for senior management; and
- (g) review and monitor the effectiveness of this diversity policy, including in relation to Board diversity.

### **5. Review and Publication of the Policy and our Progress**

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The Board will review this policy annually to ensure it remains appropriate for the Company. This policy may be amended by resolution of the Board.

This policy will be made available to all directors and employees and will be available on the Company's website.

We will provide information in the Company's Corporate Governance Statement regarding:

- (a) key features of this policy;
- (b) our measurable objectives for achieving gender diversity and our progress towards achieving them if measurable objectives have been established; and
- (c) either:
  - (i) the proportion of men and women on the Board, in senior executive positions and across the whole workforce (including how the Company has defined 'senior executive' for these purposes); or
  - (ii) the Company's most recent "Gender Equality Indicators" as defined in and published under the Workplace Gender Equality Act.