

## Diversity Policy

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Integral Diagnostics Limited

ACN 130 832 816

Adopted by the board on 1 October 2015

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## 1 Purpose

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This policy sets out Integral Diagnostics Limited's (IDX or the Company) 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 IDX. One of the Company's values is "Everyone Counts – we work safely and inclusively and respect each other".

Diversity drives the Company's ability to attract, retain, motivate and develop the best talent, create an engaged workforce, deliver the highest quality services to its patients and continue to grow the business.

The board of directors of the Company and management believe that IDX's commitment to this policy contributes to achieving corporate objectives and embeds the importance and value of diversity within the culture of the Company. We acknowledge that our employees and patients share a diverse range of backgrounds and religious beliefs and practices and we support an inclusive and respectful workplace.

The Company aims to provide opportunities that allow individuals to reach their full potential, irrespective of an individual's ethnic or cultural background or gender. It also aims to develop and promote a workforce based on inclusion where individuals are respected, supported and provided with appropriate opportunities. The Company acknowledges the corporate benefits arising from a commitment to diversity.

## 2 Scope

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This policy applies to all directors of the Board, as well as all other officers, employees and contractors of the Company. A copy of this policy is available on the Company's intranet and website.

The Company's vision for diversity incorporates a number of different factors, including gender, marital or family status, sexual orientation, gender identity, ethnicity, religious beliefs, disability, age, cultural background, socio-economic background and other areas of potential difference.

The strategies outlined below aim to achieve the objectives of this Policy by:

- (a) setting measurable objectives relating to gender on the Board, in senior executive positions and across the whole workforce;
- (b) broadening the field of potential candidates for senior executive and Board appointments;
- (c) increasing the transparency of the senior executive and Board appointment process;
- (d) embedding the extent to which the Board has achieved the objective of this Policy in the evaluation criteria for the annual Board performance evaluation; and
- (e) design and implement programs to assist in the development of a broader and more diverse pool of skilled and experienced employees that will prepare employees for senior positions within the organisation.

The Company has a Code of Conduct which can be found on the Company's website. The Code outlines what the Company believes are acceptable behaviours and this includes

- (a) respectful behaviour and ensuring that "Everyone Counts" in the workplace;
- (b) equal employment opportunity;
- (c) compliance with the letter and spirit of a full range of fair employment practices and anti-discrimination laws; and
- (d) a workplace free from any kind of discrimination, harassment or intimidation of employees.

### 3 Promoting gender diversity

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The Company is committed to gender diversity and the fundamental principle that gender is not a barrier to participation in our workforce, in a leadership role or on our Board. We are committed to providing opportunities that allow all employees to reach their full potential, regardless of gender.

In order to facilitate greater gender diversity in executive and leadership roles, the Company will:

- (a) introduce and supplement the measures outlined in this Policy;
- (b) implement policies which address impediments to gender diversity in the workplace (including parental leave and flexible working arrangements that assist employees to fulfil their domestic responsibilities), and review these policies to ensure that they are available to and utilised by both men and women; and
- (c) monitor the effectiveness of, and continue to expand on, existing initiatives designed to identify, support and develop talented employees from a diverse range of backgrounds.

### 4 Measurable objectives

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Each year the Board will set measurable objectives with a view to progressing towards a balanced representation of men and women at a Board and senior executive level.

If the entity was in the S&P/ASX 300 Index at the commencement of the reporting period, the measurable objective for achieving gender diversity in the composition of its board should be to have not less than 30% of its directors of each gender for that period.

Performance against these objectives will be reviewed annually by the People and Remuneration Committee, as part of its annual review of the effectiveness of this Policy.

The Board will include in the Corporate Governance Statement each year:

- (a) a summary of the Company's progress towards achieving the measurable objectives set under this Policy for the year to which the Corporate Governance Statement relates; and
- (b) details of the measurable objectives set under this Policy for the subsequent financial year.

## 5 Gender representation review

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On an annual basis, the People and Remuneration and Committee will review the respective proportion of men and women who are employed by the Company as a whole, in senior executive positions and who are on the Board. The People and Remuneration Committee will submit a report to the Board outlining its findings, including outlining how senior executive is defined.

The Company will disclose in its Corporate Governance Statement, the proportion of men and women employees in the Company as a whole, in senior executive positions and on the Board or, if applicable, the Company's most recent "Gender Equality Indicators" as defined by the *Workplace Gender Equality Act 2012* (Cth).

## 6 Recruitment, selection and succession planning

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### 6.1 Succession planning

The People and Remuneration Committee is responsible for the development and succession planning process for the Chief Executive Officer (**CEO**) and the CEO's direct reports. In discharging this responsibility, the People and Remuneration Committee will have regard to diversity criteria ensuring that selection is from the most diverse range of candidates as possible and that any recruitment is structured to reduce any conscious or unconscious biases that might discriminate against certain candidates

All candidates are considered and selected on the basis of individual skills, experience and merit, in line with all equal opportunity and anti-discrimination legislation

### 6.2 Board appointment process

The Nomination Committee is responsible for the Board appointment process. In discharging this responsibility, the Nomination Committee will have regard to the Board Skills Matrix and diversity criteria ensuring that selection is from the most diverse range of candidates as possible and that any recruitment is structured to reduce any conscious or unconscious biases that might discriminate against certain candidates.

All candidates are considered and selected on the basis of individual skills, experience and merit, in line with all equal opportunity and anti-discrimination legislation

## 7 Disclosure of Policy

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A copy of this policy will be made to all directors, officers, employees, and contractors and will be available on the Company's Intranet and 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; and
- (c) the respective proportion of men and women on the Board, in senior executive positions and across the whole workforce.

## 8 Review of Policy

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The People and Remuneration Committee is responsible for the review and oversight of this Policy. In executing this role, the People and Remuneration Committee will, with the appropriate support and input from management:

- (a) review on an annual basis:
  - the effectiveness of this Policy, its objective and the strategies outlined above, which aim to achieve the objective; and
  - the division of responsibilities and accountability for developing and implementing diversity initiatives across the organisation; and
- (b) report to the Board on the outcomes of its review, including any recommendations for changes to those strategies or the way in which they are implemented.

This policy may be amended by resolution of the Board.