



## CORPORATE GOVERNANCE POLICIES

### Diversity Policy

#### 1. GENERAL

Orthocell Limited (**Company**) is committed to workplace diversity. The Company 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.

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

This policy (**Diversity Policy**) does not form part of an employee's contract of employment with the Company, nor give rise to contractual obligations. However, to the extent that the Diversity Policy requires an employee to do or refrain from doing something and at all times subject to legal obligations, this Diversity Policy forms a direction of the Company with which an employee is expected to comply.

#### 2. OBJECTIVES

The Diversity Policy provides a framework for the Company to achieve:

- a. diverse and skilled workforce, leading to continuous improvement in service delivery and achievement of corporate goals;
- b. workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;
- c. improved employment and career development opportunities for women;
- d. 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
- e. awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity,

collectively, the (**Objectives**).

The Diversity Policy does not impose on the Company, its directors, officers, agents or employees any obligation to engage in, or justification for, engaging in, any conduct which is illegal or contrary to any anti-discrimination or equal employment opportunity legislation or laws in any State or Territory of Australia or of any foreign jurisdiction.

### **3. RESPONSIBILITIES**

#### **3.1 The Board's Commitment to Diversity**

The Company's Board is committed to workplace diversity, with a particular focus on supporting the representation of women at all level in the Company.

To meet the Objectives of the Diversity Policy the Board may develop objectives and strategies for achieving gender diversity at each of the Board, senior executive management level and its workforce generally (**Measurable Objectives**).

The Board is responsible for monitoring the progress of the Objectives and Measurable Objectives (if so set) through the monitoring, evaluation and reporting mechanisms listed below.

The Board will conduct all Board appointment processes in a manner that promotes gender diversity, including establishing a structured approach for identifying a pool of candidates, using external experts where necessary.

#### **3.2 Strategies**

The Company's diversity strategies include:

- a) recruiting from a diverse pool of candidates for all positions, including senior management and the Board;
- b) reviewing succession plans to ensure an appropriate focus on diversity;
- c) identifying specific factors to take account of in recruitment and selection processes to encourage diversity;
- d) developing programs to develop a broader pool of skilled and experienced senior management and board candidates, including, workplace development programs, mentoring programs and targeted training and development;
- e) developing a culture which takes account of domestic responsibilities of employees; and
- f) any other strategies the Board develops from time to time.

### **4. MONITORING AND EVALUATION**

The Board will monitor the scope and currency of this policy.

The Board is responsible for implementing, monitoring and reporting on the Measurable Objectives (if so set) as established by the Board.

Measurable Objectives (if so set) as set by the Board may be included in the annual key performance indicators for the Managing Director and senior executives.

**5. REPORTING**

The Managing Director will regularly report to the Board on progress against any Measurable Objectives (if so set) set by the Board.

The Annual Report of the Company each year will set out:

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