

Diversity Policy

1. Introduction

This Policy supports the commitment of Admedus Ltd and its controlled entities (the “Company”) to diversity at all levels.

2. Benefits of diversity

- Diversity involves recognising and valuing the unique contribution people can make because of their individual background and different skills, experiences and perspectives. Diversity may result from a range of factors including, but is not limited to, gender, ethnicity, sexual orientation, disability, age, marital or family status, family responsibilities, religious or cultural background, education and industry. The Company values the differences between its people and the contribution these differences make to the Company.
- The Company’s commitment to diversity forms part of its merit-based organisational culture dedicated to the recruitment and retention of the best available talent at all levels, up to and including the Board.
- The Company believes that embracing diversity in its workforce contributes to the achievement of its corporate objectives and enhances its reputation. It enables the Company to:
 - a) attract, retain and motivate employees from a diverse pool of talented candidates;
 - b) make more informed and innovative decisions, drawing on the wide range of ideas, experiences, approaches and perspectives that employees from diverse backgrounds, with differing skill sets, bring to their roles; and
 - c) better represent the diversity of its stakeholders and markets.

3. Commitment to diversity

- The Company is committed to achieving the goals of:
 - a) providing access to equal opportunities at work based on merit; and
 - b) fostering a corporate culture that embraces and values diversity.
- The Company is an equal opportunity employer and welcomes people from a diverse set of backgrounds.

4. Board composition and selection

- The Company is committed to promoting a corporate culture which embraces diversity when determining the composition of the board. Where it is deemed that the Board would benefit from the services of a new Director with particular skills, the Board considers all candidates with the appropriate expertise and experience from a diverse pool of qualified candidates.
- While the benefits of diversity at all levels are acknowledged, the overriding factor will be the selection of the best person for the role.

5. Recruitment of employees and senior management

The Company is committed to ensuring equal employment opportunity for all its employees and senior management, based on merit, ability, performance and potential, in a way that contributes to the achievement of its corporate objectives, including diversity.

6. Objectives for achieving gender diversity

In accordance with ASX Corporate Governance Principles and Recommendations, this Policy requires the Board to:

- establish measurable objectives for achieving greater gender diversity; and
- assess annually both the measurable objectives for achieving gender diversity and the progress in achieving them.

At the time of review, there is a good gender balance across the Company. The Company's objective is to ensure 50/50 gender balance across all levels of the organisation.

While this objective relates to gender diversity, the Board recognises the importance of broader diversity.

Management will monitor, review and report to the Remuneration Committee and/or the Board as appropriate on the Company's progress towards achieving the measurable objectives on an annual basis.

In its annual report, the Company will disclose:

- the measurable objectives set by the Board in accordance with the diversity policy;
- progress against these objectives; and
- the proportion of female employees in the whole organisation, in senior executive positions and on the Board.

7. Roles and responsibilities

Every employee within the Company is responsible for supporting and maintaining the Company's corporate culture, including its commitment to diversity in the workplace.

8. Review and changes to this Policy

- The Board will review this Policy as necessary to ensure it complies with any applicable legal requirements and remains relevant and effective.
- This Policy was last reviewed and approved by the Board on 16 January 2018.
- The Board may change this Policy from time to time by resolution.

9. Interaction with other legislation

This Policy applies to the extent that it does not conflict with equal employment opportunity and antidiscrimination legislation in jurisdictions in which the Company operates.

10. Questions

Any questions about this Policy should be directed to the Company Secretary.