

# Diversity Policy

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## 1. General

Botanox Pharmaceuticals Limited (**Company**) is committed to actively managing diversity as a means of enhancing the Company's performance by recognising and utilising the contribution of diverse skills and talent from its Directors, senior management and employees.

Diversity involves recognising and valuing the unique contribution people can make because of their individual background and different skills, experiences and perspectives, including persons with co-existing domestic responsibilities. Diversity may result from a range of factors including age, gender, ethnicity, cultural background or other personal factors. The Company values the differences between its people and the contribution these differences make to the Company.

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## 2. Objectives

The Company encourages diversity to ensure the Company has an appropriate mix of qualifications, skills and experience to conduct its business and achieve the Company's goals.

Specifically, the Company endeavours to provide equal opportunities in respect to employment and employment conditions, including:

- (a) aspiring to structuring recruitment and selection practices to ensure that a diverse range of candidates are considered and that there are no conscious or unconscious biases that might discriminate against certain types of candidates;
- (b) provide a 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;
- (c) design and implement programs and processes that will assist in the development of a broader and more diverse pool of skilled and experienced employees;
- (d) ensuring the criteria for selection and appointment of new directors and senior management is transparent and considers all facets of diversity; and
- (e) ensure development and succession plans for directors and senior management include gender diversity as a relevant consideration;

As the Company currently has few employees, the application of measurable objectives in relation to gender diversity, at various levels of the Company's business, is not considered to be appropriate nor practical.

The Board will continually monitor this position and will implement measurable objectives as and when they deem the Company to require them. The future implementation of any measurable objectives will be disclosed to Shareholders via the Company's website and

outcomes following the implementation of measurable objectives will be disclosed in its annual report

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### **3. Board Commitment**

The Board is committed to workplace diversity.

The Board to foster an environment where:

- (a) Individual differences are respected.
  - (b) The ability to contribute and access employment opportunities is based on performance, skill and merit.
  - (c) Inappropriate attitudes, behaviours and stereotypes are confronted and eliminated.
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### **4. Monitoring and Evaluation**

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

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### **5. Reporting**

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.