



## **Diversity Policy**

### **1. Objectives**

Imagination Biosystems Limited ("Imagination" or the "Company") values diversity and recognises the benefits that can arise from encouraging diversity in its workplace.

This policy has been developed to support a workforce comprised of people with a diverse range of skills, backgrounds and experience. Diversity covers many areas including, but not limited to, engaging persons with different gender, age, religion, race, ethnicity, sexual orientation, physical abilities, marital / family status, perspective, experience, socio-economic and cultural backgrounds or any other area of potential difference.

This policy applies to all directors, officers, employees (including temporary employees), contractors and consultants (collectively "Employee/s") of Imagination Biosystems.

### **2. Commitment to Workplace Diversity**

Imagination is committed to developing diversity in its workplace by providing an environment in which recruitment, appointments, advancement and opportunities are considered on a fair and equitable basis.

Imagination does not tolerate discrimination, vilification, harassment or victimisation within its workforce, and has developed a Code of Conduct to provide guidance to the expected behaviours of all Employees.

### **3. Benefits of Diversity**

Imagination recognises the value of attracting and retaining Employees with diverse backgrounds, knowledge, experience and abilities. Imagination believes that embracing such diversity contributes to better performance collectively due to the many benefits arising from diversity, including having a broader pool of Employees, accessing different perspectives and ideas and improving efficiency and retention.

### **4. Approach to supporting diversity**

Imagination supports diversity in its workforce by:

- Treating all Employees fairly and with respect and dignity.
- Actively promoting a working environment that values diversity and is inclusive of differences.
- Implementing recruitment practices to ensure that applicants and Employees of all backgrounds are encouraged to apply for, and have the opportunity to be considered for, all available roles.

- Ensuring that the Company's policies encourage diversity and address specific barriers to groups of Employees, such as those with domestic responsibilities, by making reasonable provision for the special needs of these Employees. For example, by offering flexible working arrangements, parental leave and other leave standards, and recognising and rewarding innovative strategies to accommodate diverse groups within the workforce.
- Providing development opportunities for Employees from all backgrounds equally to prepare them, over time, for opportunities to advance their career.
- Setting, reviewing and reporting annually on measurable objectives.
- Complying with all anti-discrimination and equal opportunity legislation.

## **5. Gender Diversity**

Imagion is committed to ensuring there is fair gender representation at Board level, in Senior Management and across the workforce as a whole. Gender representation within Imagion is published annually within the Corporate Governance Statement.

## **6. Roles and Responsibilities**

The board of directors of the Company ("the Board") will be responsible for diversity objectives

The Board will liaise with the Chief Executive Officer, Chief Financial Officer, Company Secretary, Senior Management and Employees at all levels in relation to diversity issues.

Nothing in this Policy should be taken as to endorse:

- That the principal criteria for selection and promotion of people to work being other than their overall relative prospect of adding value and enhancing the Company's objectives;
- Any discriminatory behaviour contrary to the law or applicable codes of conduct; or
- Any existing Employee feeling in any way threatened or prejudiced by this Policy in their career development or otherwise because of their diversity attributes.

## **7. Grievances**

Imagion is committed to taking appropriate action where a complaint is raised and an investigation may follow any complaint. Any substantiated breach of this policy will be dealt with seriously and may result in disciplinary action. Discrimination, harassment, vilification and victimisation will not be tolerated at Imagion.

Any initial complaints should be raised with the Company Secretary. However, If you are not comfortable, for any reason, with speaking directly with the Company Secretary, Imagion has a Whistleblower Policy which details other ways to raise concerns and affords certain protections against reprisal, harassment or demotion for making the report.

The Whistleblower Policy provides a mechanism whereby employees and others can report their concerns freely and without fear of reprisal and intimidation, including to external parties such as Imagion's external auditors.

#### **8. Review of this Policy**

The Board will review this Policy at least every two years to ensure it reflects current regulatory, community and investor requirements.

This Policy was approved by the Board on 20 May 2021.