

**APIAM ANIMAL HEALTH LIMITED**

**ACN 604 961 024**

**DIVERSITY POLICY**

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## **1 OVERVIEW**

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- 1.1 The Diversity Policy (**Policy**) supports the commitment of Apiam Animal Health Limited ACN 604 961 024 (**Apiam** or **Company**) to ensuring an inclusive workplace that encourages and embraces diversity. Diversity includes, but is not limited to gender, age, ethnicity, cultural background, disability and impairment, religious or political beliefs and sexual preference.
- 1.2 Apiam is an equal opportunity employer and respects and welcomes people from all backgrounds.

## **2 OBJECTIVES**

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- 2.1 The objectives of this Policy are to ensure that Apiam:
- (a) encourages a corporate culture that recognises and values diversity;
  - (b) provides equal access and opportunities to all its employees; and
  - (c) promotes a fair and balanced approach ensuring the appointment and advancement of employees is based on skill, performance and capability;
- 2.2 To ensure these objectives are achieved, discrimination, harassment, and victimisation will not be tolerated.

## **3 BENEFITS**

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- 3.1 Apiam and its board of directors (**Board**) recognise the benefits of maintaining diversity among people in a company at all levels in relation to gender, race, ethnicity, disability, age, sexual orientation, gender identity, marital or family status, religious or cultural background among others.
- 3.2 Apiam and its Board believe that a commitment to diversity in its workforce will contribute to achieving corporate objectives through innovative decision making from people with diverse backgrounds with varying skill sets and perspectives.

## **4 PRINCIPLES**

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- 4.1 Apiam's diversity and inclusion principles are to ensure:
- (a) all employees are treated fairly and with respect;
  - (b) the ability to contribute and access career development opportunities is based solely on merit;
  - (c) individual differences are embraced in the workplace;
  - (d) the workplace is free from discriminatory behaviours and practices;
  - (e) equitable frameworks and policies, practices and processes limit the potential for biases;
  - (f) there is awareness of the different needs and circumstances of employees; and
  - (g) there is provision for flexible work arrangements.

## **5 GENDER DIVERSITY**

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5.1 Our commitment to gender diversity across all levels contributes to the achievement of a diverse corporate structure within which persons are appointed and advanced based on merit, without bias.

5.2 Apiam and its Board recognise that gender diversity:

- (a) broadens the pool of high-quality directors and employees;
- (b) is likely to support employee retention;
- (c) is likely to encourage greater innovation by drawing on different perspectives;
- (d) is a socially and economically responsible governance practice; and
- (e) will improve the Company's corporate reputation.

## **6 MEASURES AND ACCOUNTABILITIES**

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6.1 The Board is responsible for setting measurable objectives to assist the Company to achieve its diversity targets. These objectives are:

- (a) Increase or maintain representation of women to between 30% to 60% in the following positions;
  - Board Members
  - Senior Executives
  - Senior Leadership Team
  - Clinical Lead positions
  - Professional Employees

The target is set to be achieved by the end of 2022.

- (b) Conduct an annual review of the remuneration for key roles to ascertain the existence of any gender pay gaps and implement action plans to address any such gaps.
- (c) Maintain the level of female participation in leadership and development programs across the group at no less than 50% of all participants.
- (d) Implement programmes that provide better flexibility for parents and expecting parents including;
  - Flexible working arrangements and practices
  - Competitive parental policies and practices
  - Promotion of Employee Assistance Programmes.
- (e) All new employees receive training in Diversity and Inclusion and Equal Opportunity within the first 6 months of employment.
- (f) Recruitment policy to define goals, accountabilities and actions for attracting and hiring diverse talent to enable business success.

- 6.2 The Board will report annually on the Company's progress in meeting these objectives and will make recommendations as to their effectiveness.

The Board will also report specifically in relation to the gender distribution on the Board, in senior executive positions and across the whole organisation (including how the entity has defined 'leadership positions' for these purposes).

## **7 ADOPTION AND REVIEW**

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- 7.1 This Policy was adopted by the Board on 6 November 2015 and reviewed on 24 September 2020.
- 7.2 The Board will review this Policy at least annually to ensure that it accords with best practise and remains consistent with its objectives.
- 7.3 This Policy may be amended from time to time by resolution of the Board.