

Diversity Policy

1. Introduction

- 1.1 Resonance Health Ltd and its related bodies corporate (together, **Company**) value workplace diversity and inclusion in the Company, regardless of gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, cultural background, socio-economic background, perspective, and experience.
- 1.2 The Company recognises that there are benefits arising from diversity, including a broader pool of high-quality personnel, improving employee retention, accessing different perspectives and ideas, and benefiting from all available talent.
- 1.3 To have an inclusive workplace, the Company does not tolerate discrimination, harassment, vilification, and victimisation.
- 1.4 Diversity includes, but is not limited to, matters of gender, age, ethnicity, and cultural background.
- 1.5 To the extent practicable, the Company will address the recommendations and guidance provided in the ASX Corporate Governance Council's Corporate Governance *Principles and Recommendations*.
- 1.6 This Diversity Policy (**Policy**) does not form part of an employee's contract of employment with the Company, nor gives rise to contractual obligations. However, to the extent that the Policy requires an employee to do or refrain from doing something and, subject to legal obligations, this Policy forms a direction of the Company with which all Company personnel are expected to comply.

2. Objectives

- 2.1 This Policy provides a framework for the Company to achieve:
 - (a) a diverse and skilled workforce, leading to continuous improvement in service delivery and achievement of corporate goals;
 - (b) a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;
 - (c) improved employment and career development opportunities for women;
 - (d) a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences, and perspectives through improved awareness of the benefits of 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 diversity.

(collectively, the **Objectives**).

- 2.2 This 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 that is illegal or contrary to anti-discrimination or equal employment opportunity legislation or laws in any State or Territory of Australia or of a foreign jurisdiction.

3. Responsibilities

The Board's commitment

- 3.1 The Board is committed to workplace diversity, with a particular focus on supporting the representation of women.
- 3.2 The Board may elect to develop measurable objectives and strategies to achieve the objectives of the Diversity Policy (**Measurable Objectives**) and monitor the progress of the Measurable Objectives through the monitoring, evaluation and reporting mechanisms listed below.
- 3.3 The Board may also set Measurable Objectives for achieving gender diversity and monitor their achievement.
- 3.4 The Board will endeavour to conduct Board appointment processes in a manner that promotes gender diversity.

Strategies

- 3.5 The Company's diversity strategies may include:
 - (a) recruiting from a diverse pool of candidates for all positions, including snr management and the Board;
 - (b) reviewing succession plans to ensure an appreciation of 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) provide opportunities for employees on extended parental leave to maintain their connection to the Company;
 - (f) developing a culture which takes account of domestic responsibilities of employees; and
- 3.6 any other strategies the Board develops from time to time.

4. Monitoring and evaluation

- 4.1 The Chair will monitor the scope and currency of this Policy.
- 4.2 The Company is responsible for implementing, monitoring, and reporting on any Measurable Objectives set by the Board.
- 4.3 Any Measurable Objectives set by the Board should be reviewed annually and Measurable Objectives as set by the Board will be included in the annual key performance indicators for the MD and senior executives.
- 4.4 In addition, the Board should review progress against the Objectives as a key performance indicator in its annual performance assessment.

5. Reporting

The Board should include in the Annual Report each year:

- 5.1 any Measurable Objectives, set by the Board;
- 5.2 progress against the Measurable Objectives; and
- 5.3 the proportion of women employees in the whole organisation, at senior management level and at Board level.

6. Review of this Policy

- 6.1 The Board is responsible for reviewing this Policy to determine its appropriateness to the needs of the Company from time to time.
- 6.2 This Policy may be amended by resolution of the Board.

7. Who to contact

Any questions relating to the interpretation of this Policy should be forwarded to the Company Secretary.