

DIVERSITY POLICY

INTRODUCTION

This is the Diversity Policy of **Cambium Bio Limited ACN 127 035 358** and its related bodies corporate (**Company**). This Policy is designed to support the Company's commitment to diversity.

1. BENEFITS OF DIVERSITY

- (a) Workplace diversity refers to the variety of differences between people in an organisation. Diversity encompasses gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, cultural background, socio-economic background, perspective and experience.
- (b) The Company believes that diversity in its workforce is a key element to its success. Employees from diverse backgrounds with differing skill sets bring individual talents and experiences to their respective roles within the Company and enable the Company to:
 - (i) make better decisions by having access to a larger pool of ideas and experiences; and
 - (ii) better communicate with its stakeholders.
- (c) The Company also recognises the benefits of diversity in a globally competitive labour market and the importance of being able to attract, retain and motivate employees from the widest possible pool of available talent.
- (d) The Board recognises that a diverse workplace requires the absence of discrimination, harassment, vilification and victimisation, and confirms that such behaviour will not be tolerated. This issue of diversity is covered in the Board Skills Matrix.

2. COMMITMENT TO DIVERSITY

- (a) The Company is committed to fostering a corporate culture that embraces and values diversity at all levels of the organisation, regardless of gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, cultural background, socio-economic background, perspective and experience.
- (b) In order to have an inclusive workplace, discrimination, harassment, vilification and victimisation cannot and will not be tolerated by the Company.
- (c) The Company is committed to:
 - (i) ensuring that recruitment and selection practices at all levels (from the Board downwards) are appropriately structured so that a diverse range of candidates are considered; and
 - (ii) guarding against any conscious or unconscious biases that might discriminate against certain candidates.
- (d) The Company is committed to designing and implementing programs that will assist in the development of a broader and more diverse pool of skilled and experienced employees and that, over time, will prepare them for senior management and board positions.
- (e) The Company recognises that employees (female and male) at all levels may have domestic responsibilities and supports employees' adopting flexible work practices that will assist them to meet those responsibilities.

- (f) The Company will provide opportunities for employees on extended parental leave to maintain their connection with the Company, for example, by offering them the option (without any obligation) to receive all-staff communications and to attend work functions and training programs.

3. BOARD SELECTION

- (a) The Company's Board Charter provides that the Board should comprise directors with an appropriate range of skills, experience, expertise and diversity.
- (b) The Remuneration and Nominations Committee is responsible for regularly reviewing the composition of the Board as a whole, and the contribution of current and potential directors to the mix of skills and experience available to the Company.

4. OBJECTIVES FOR ACHIEVING DIVERSITY

The Board is responsible for:

- (a) establishing measurable objectives for achieving gender diversity; and
- (b) assessing annually both the measurable objectives for achieving gender diversity and the Company's progress in achieving them.

The Board will disclose in each Annual Report both its objectives for achieving gender diversity and its progress in achieving those objectives.

5. 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.

6. REVIEW

The Board will review this Policy periodically to check that it is operating effectively and to consider whether any changes are required.

**Adopted by the Board of Cambium Bio Limited
25th October 2021**