

# **Aroa Biosurgery Limited**

## **Diversity Policy**

### **Introduction**

Aroa Biosurgery Limited (**Aroa** or **Company**) is committed to establishing and actively encouraging a diverse workforce which contributes to the variety of skills, backgrounds, values, perspectives, talents, experience and capabilities in the company.

Aroa recognises the positive impact of diversity on the company's ability to leverage innovation, capability, productivity and performance.

Aroa is committed to an inclusive workplace where employees have equal employment opportunities and, are treated fairly and with respect.

### **What is diversity?**

Diversity at Aroa refers to characteristics that make individuals different from each other. It includes but is not limited to factors such as gender, marital status, religious belief, colour, race, ethnic or national origin, disability, age, family status, sexual orientation and any other ground for potential unlawful discrimination.

### **Principles**

Aroa's diversity policy is based on the following principles:

- Diversity and inclusion is fostered as part of Aroa's culture at all levels in the company. Managers have the responsibility and to model appropriate behaviour to ensure a diverse and inclusive culture.
- Diversity and inclusion applies to all human resources practices including recruitment, retention, performance management, promotions, talent identification, succession planning, training and development.
- Managers have the responsibility to make decisions free from bias and based on merit.
- Discrimination, harassment, vilification and victimisation will not be tolerated at Aroa.

Management will use its reasonable endeavours to ensure that all recruitment and selection practices of employees and consultants are appropriately structured so that, to the extent practicable given the circumstances of the role and the jurisdiction in which that role is to be filled, a diverse range of candidates are considered and that there are no conscious or unconscious biases that might discriminate against certain candidates.

### **Measurable Objectives and Review**

Aroa's board will set measurable objectives for achieving gender diversity in the workforce and among executive management and the board and may choose to establish objectives for any other aspects of diversity in accordance with this Diversity Policy. On an annual basis, the Remuneration Committee will review these objectives and measure progress towards achieving them.

## **Disclosure and Reporting**

The Board will ensure that the appropriate disclosures are made in the Annual Report with regard to the mix of skills and diversity of the board.

Additionally, the Annual Report will disclose the measureable objectives for achieving gender diversity in accordance with this Diversity Policy and progress toward achieving them. In particular, Aroa will disclose the relative proportion of women and men in the company's workforce at all levels including executive management and the board. "Executive management" for this purpose means the CEO, CFO and each person holding the position of a vice president within the organisation.

## **Review**

The Remuneration Committee will review this Diversity Policy annually.