

## **Aroa Biosurgery Limited**

### **Diversity, Equity & Inclusion (DE&I) 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.

AROA addresses potential barriers to equity, ensuring access to opportunities and participation for all employees.

#### **What is diversity, equity and inclusion?**

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.

Inclusion at AROA is authentically welcoming all people regardless of race, ethnicity, sex, gender identity, age and religion into activities, and decision/policy making in a way that ensures everyone is valued, respected and able to reach their full potential.

Equity at AROA is ensuring that access, resources, and opportunities are provided for all to succeed and grow, especially for those who are underrepresented, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups.

#### **Principles**

AROA's DE&I policy is based on the following principles:

- Diversity, equity, 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, equity, and inclusion applies to all people practices including recruitment, retention, performance management, promotions, remuneration, talent identification, succession planning, training and development.
- Managers have the responsibility to make decisions free from bias and based on merit. We support our managers in recognising and reducing bias.
- Discrimination, harassment, vilification, and victimisation will not be tolerated at AROA.
- Diversity, equity and inclusion is visible within AROA through diverse collaboration, communication approaches and diversity reporting.

### **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 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 measurable objectives for achieving gender diversity in accordance with this 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 and Nomination Committee will review this Diversity, Equity & Inclusion Policy annually.

**Last updated:** August 2022