

# **AFT PHARMACEUTICALS LIMITED**

## **(AFT Pharmaceuticals)**

### **Diversity and Inclusion Policy**

#### **1. Policy Statement**

At AFT Pharmaceuticals we are committed to creating a diverse and inclusive working environment at all levels, including senior management and the board of directors.

We believe that a diverse workforce builds competitive advantage, enhances business thinking, and helps us to connect innovatively with consumers and markets around the world.

We believe that an ability to attract and retain a diverse and inclusive workforce broadens the recruitment pool of high calibre candidates, enables innovation, improves business performance, and underpins our reputation as a socially responsible employer.

This commitment to diversity, inclusiveness, employment equity and a balanced blend of work and personal life is reflected in our values, and our policies and principles.

#### **2. What is Diversity at AFT Pharmaceuticals?**

Diversity at AFT Pharmaceuticals refers to characteristics of individuals and includes factors such as gender, marital status, religious belief, colour, race, ethnic or national origin, disability, age, political opinion, employment status, family status or sexual orientation. It encompasses the ways our people differ in terms of their education, life experience, job function, work experience, personality, location and career responsibilities. It also refers to diverse ways of thinking and working.

Diversity at AFT Pharmaceuticals is about the commitment to equal employment opportunities and treating all individuals fairly and with respect at all levels of the organisation.

#### **3. Achieving our Commitments**

This policy is implemented by way of promoting the following principles:

- Reviewing progress against measurable diversity objectives and initiatives developed by AFT Pharmaceuticals to deliver outcomes consistent with this policy.
- Promoting a working environment free from discrimination, harassment and victimisation (see also AFT Pharmaceuticals' Whistleblowing Policy);
- Emphasising the accountability of AFT Pharmaceuticals' leaders to cultivate a culture of inclusion in which the strengths of every individual are recognised and valued;
- Raising employee awareness of workplace diversity by designing, delivering, and measuring the effectiveness of programmes that promote workforce diversity, inclusion and gender equity;
- Striving to ensure that all employees and contractors receive equal and fair treatment in all aspects of the company's employment policies and practices;

- Promoting a culture that empowers and rewards employees to act in accordance with this policy; and
- Regularly benchmarking our diversity standpoint, status and objectives against appropriate external comparators.

#### 4. **Diversity Measurable Objectives**

The AFT Pharmaceuticals Board will each year set measurable objectives designed to adhere to this policy. The Remuneration and Nominations Committee will recommend the measurable objectives to the Board. The Board will assess annually both the measurable objectives and AFT Pharmaceuticals' progress towards achieving them, and will ensure the appropriate disclosures are made in the annual report.

#### 5. **Recruitment, selection and succession planning**

##### ***Succession planning***

The Remuneration and Nominations Committee is responsible for the development and succession planning process for the Chief Executive Officer (CEO) and the CEO's direct reports. In discharging this responsibility, the Remuneration and Nominations Committee will have regard to diversity criteria.

##### ***Board appointment process***

The Remuneration and Nominations Committee will develop a Board appointment process, which includes selection criteria and outlines the selection process for Board positions. Selection criteria will include:

- skills, expertise and background that add to and complement the range of skills, expertise and background of the existing directors;
- diversity; and
- the extent to which the candidate would fill a present need on the Board.

In identifying qualified individuals for appointment to the Board, the Remuneration and Nominations Committee will have regard to this selection criteria.

#### 6. **Responsibility**

The Board as a whole is responsible for overseeing and implementing this policy. The Board may delegate any aspects of the implementation of this policy to its committees, or to AFT Pharmaceuticals' management as it considers appropriate.

#### 7. **Review**

The Diversity and Inclusion Policy is subject to annual review by the Remuneration and Nominations Committee.

Last updated: February 2021

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