

# Gender Diversity Policy

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## Vision

PolyNovo (Company) is committed to an inclusive workplace that embraces and promotes diversity.

The Company values the unique contributions made by people with diverse backgrounds, experiences and perspectives, and believes that greater diversity of thought throughout the organisation will lead to more informed decision making and ultimately better business outcomes.

The Company's policy is to recruit and manage its employees on the basis of their competence, performance and potential, regardless of the individual's background or points of difference.

PolyNovo recognises that diversity extends beyond gender to factors such as age, disability, marital or family status, religion, sexual orientation and cultural background.

## Objectives

The Company's Board will establish measurable objectives for achieving gender diversity in the workplace.

Those measurable objectives, and the Company's progress in achieving them, will be assessed annually by the Board and reported on in the Company's annual report.

## Commitment

The Company is committed to promoting a culture of diversity in the workplace by:

- recruiting and managing on the basis of an individual's competence and performance;
- respecting the unique attributes that each individual brings to the workplace;
- fostering an inclusive and supportive culture to enable people to develop their full potential;
- taking action to prevent and stop bullying, discrimination or harassment;
- monitoring recruitment, promotions and turnover;
- providing flexible work practices enabling employees to meet family responsibilities;
- provide the opportunity for employees to develop skills and experience through training and mentoring programs; and
- undertaking diversity initiatives and measuring their effectiveness.

## Accountability

The Company Secretary is accountable to the Board to ensure this policy is implemented.

A steering committee will make recommendations to the Board on diversity related initiatives, and monitor and evaluate their implementation, to ensure that diversity related programs are progressing and are effective in promoting diversity in the workplace.

## Further Information

For further information, please contact the Company Secretary.