

SIMAVITA LIMITED

DIVERSITY POLICY

1. Introduction

This policy sets out the Company's approach to diversity including the key principles and measurable objectives used to support the achievement of diversity at all levels of the Company's workforce. The Company recognises that diversity occurs in many forms including, but not limited to:

- Gender;
- Age;
- Ethnicity;
- Religion;
- Sexual orientation;
- Education and experience
- Socio-economic background; and
- Cultural background.

The Company acknowledges that increased gender diversity is associated with better financial performance, greater innovation and has a positive impact on the entire economy. The Company aspires to promote a workplace environment that attracts, retains and supports a diverse range of talent. The Company recognises that, where possible, attracting and maintaining workforce diversity will enable it to most effectively achieve its stated corporate goals.

2. Key principles

The following principles underpin the Company's approach to diversity:

- fostering a culture supportive of diversity at all levels within the Company will enhance the recruitment, development and retention of a talented and motivated workforce;
- achieving an appropriate level of diversity will require establishing and maintaining career and leadership development programs;
- a necessary aspect of achieving diversity includes removing barriers to diversity;
- measurable objectives should be transparent and fit for purpose; and
- steps taken to support the Company's diversity objectives should be consistent with the established approach to performance and reward.

3. Measurable objectives

The Board is required to establish measurable objectives for achieving gender diversity and may choose to establish such objectives in relation to other aspects of diversity. On an annual basis, the Board will review these objectives and any progress made towards achieving them. Additionally, the Board, or an appropriate Board committee, should annually review and report on the placement of men and women in the workplace, their relative proportions and the roles in which they are employed.

The Board will establish the following measurable objectives:

- an internal review mechanism that assesses the effectiveness of the diversity policy; and
- appropriate workforce representation targets or other measurement tools that will identify the achievement of gender diversity objectives.

In addition, the measurable objectives may include:

- developing and implementing a diversity plan;
- reviewing recruitment procedures; and
- reviewing female participation in leadership development initiatives.

Achievement of the measurable objectives, including outcomes of the internal review, will be linked to the Key Performance Indicators for the Board and senior management team.

4. Disclosure requirements

The Company will include in its annual Corporate Governance Statement an account of the mix of skills and diversity it seeks to achieve in membership of the Board and across the wider organisation and the actual results it has achieved.

Additionally, in each Annual Report the Company will disclose the measurable objectives for achieving gender diversity in accordance with the Diversity Policy and any progress made towards achieving them. In particular, the Company will disclose the proportion of women employees in its workforce, in senior management and on the Board.

5. Responsibilities

The Board, through its Nomination and Remuneration Committee, has responsibility for overseeing and implementing this Diversity Policy.

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