

DIVERSITY, EQUITY, AND INCLUSION POLICY

Introduction

Aroa Biosurgery Limited (AROA) 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.

We recognise the positive impact of diversity on the company's ability to leverage innovation, capability, productivity, and performance, and are committed to an inclusive workplace where employees have equal employment opportunities and are treated fairly and with respect.

We address potential barriers to equity, ensuring access to opportunities and participation for all employees.

What is Diversity, Equity and Inclusion (DEI)?

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

Inclusion at AROA is authentically welcoming all individuals 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

Our Diversity, Equity and Inclusion policy is based on the following principles:

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

Measurable Objectives and Review

AROA will set measurable objectives for achieving gender diversity in the organisation at all levels, including Senior Leadership 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 Board 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 organisation at all levels, including Senior Leadership and the board. "Senior Leadership" for this purpose refers to Executive and Director level roles who form part of the operational management of AROA.

Review

The Board will review this Policy every two years.