



Diversity and Inclusion Policy

Prescient Therapeutics Limited

ACN 006 569 106

Reviewed/Approved by the Board		
Adopted	27 August 2015	V1.0
Reviewed & Approved	14 April 2020	V2.0
Reviewed & Approved	21 July 2022	V3.0
Reviewed & Approved	14 November 2024	V4.0

1. Introduction

- 1.1. Prescient Therapeutics Limited (“**Prescient**” or the “**Company**”) recognises that innovation and excellence stem from leveraging a diverse workforce that reflects the varied perspectives of our community, clients, and stakeholders, including a broader pool of high-quality employees, improving employee retention, accessing different perspectives and ideas and benefiting from all available talent.
- 1.2. Diversity refers to the visible and invisible difference that exists between people including (but not limited to) gender, gender identity or expression, age, race, ethnicity, disabilities, marital status, national origin, socio-economic status, family responsibilities, religious beliefs, cultural background, and sexual orientation. It also refers to diverse ways of thinking and ways of working.
- 1.3. Inclusion refers to ensuring that current, future, and potential employees have equal opportunity in the organisation without any barriers or obstacles as a result of their gender, age, race, ethnicity, disability, marital status, political affiliation, family responsibilities, religious beliefs, cultural background, perspective, experience, and sexual orientation.
- 1.4. The Company’s commitment to diversity is embedded and aligns with the corporate strategy and supported by the Company values.

2. Purpose

- 2.1 The purpose of the Diversity and Inclusion Policy (the “**Policy**”) is to
 - a. outline the Company’s commitment to fostering a corporate culture that embraces diversity and inclusion, and creates an inclusive workplace that values and respects differences.
 - b. Eliminate discrimination and promote equal opportunities for all.
 - c. Ensure diversity is considered at all levels of the company, in particular, focusing on the composition of its Board and senior management team.
- 2.2 The Policy will also enable the Board of Directors (the “**Board**”) to:
 - a. set measurable objectives for achieving diversity and inclusion; and
 - b. annually review and assess those measurable objectives and the Company's progress in achieving them; and
 - c. report on the proportion of men and women on the board, in senior management positions, and across the whole organisation.

3. Application

- 3.1 This Policy applies to:
 - a. the Board; and
 - b. all Company employees, contractors, and consultants.
- 3.2 The Policy covers all aspects of employment, including recruitment, hiring, training, promotions, and the work environment.
- 3.3 It also influences our engagement with partners, suppliers, and other external stakeholders.

- 3.4 This Policy is to be read in conjunction with:
- a. the Code of Conduct;
 - b. Statement of Values; and
 - c. any other existing employment-related policies and documentation of the Company.
- 3.5 This Policy does not form part of an employee's contract of employment with the Company, nor does it give rise to contractual obligations. However, to the extent that this Policy requires an employee to do or refrain from doing something, and at all times subject to legal obligations, this Policy forms a direction of the Company with which an employee is expected to comply.
- 3.6 This Policy does not impose on the Company, its directors, officers, agents, or employees any obligation to engage in, or justification for engaging in, any conduct which is illegal or contrary to any anti-discrimination or equal employment opportunity legislation or laws in any place the Company's does business.
-

4. Commitment to Diversity

4.1 The Company is committed to following key principles:

(a) Equal Opportunity

- encouraging diversity to assist the Company in meeting its strategic goals by promoting workplace relationships and opportunities that are fair and equitable;
- ensuring that the Company's corporate culture and values at all levels support diversity and inclusion in the workplace whilst maintaining a commitment to a high-performance culture;
- ensuring that recruitment and selection practices at all levels are appropriately structured and equally conducted so that a diverse range of candidates are considered and guard against any conscious or unconscious biases that might discriminate against certain candidates;
- designing and implementing programmes and processes that will assist in the development of a broad and diverse pool of skilled and experienced employees and that, over time, will prepare them for senior management and board positions;

(b) Inclusive Culture

- having zero tolerance for discrimination, harassment, vilification and victimisation so as to promote a safe and inclusive work environment;

(c) Fair Treatment

- support fair remuneration and the objectives of pay equity;
- supporting an individual's domestic responsibilities (including the adoption of flexible work practices that will assist them in meeting those responsibilities);
- provide opportunities for employees on extended parental leave to maintain their connection with the workplace;
- ensuring the policy for the selection and appointment of new directors is transparent and considers all facets of diversity to avoid "groupthink" or other cognitive biases in decision making;
- implement programs and policies which address impediments to diversity in the

workplace (such as providing access to paid parental leave, flexible working arrangements, and learning and development opportunities) and review these to ensure that they are accessible, available, and utilised by all employees;

- ensuring development and succession plans for directors and senior management include diversity as a consideration;
- monitoring and measuring the achievement of all diversity objectives set by the Board; and
- considering whether key performance indicators for senior management might be an appropriate way of furthering diversity.

(d) Board Diversity

- The Board will conduct all Board appointment processes in a manner that promotes gender diversity, including establishing a structured approach for identifying a pool of suitable candidates and using external advisors where necessary.
- The Board will annually review its composition and consider diversity, including gender and other dimensions.

(collectively, the “**Objectives**”)

5. Strategies

- 5.1 The Company’s strategies to help achieve its diversity and inclusion objectives include:
- a. Facilitating a corporate culture that embraces diversity and recognises employees at all levels have responsibilities outside of the workplace.
 - b. Ensuring that meaningful and varied development opportunities are available to all employees to enhance the retention of new employees and promotion of existing employees.
 - c. Recruiting from a diverse pool of candidates for all positions, including Board and senior management appointments; and
 - d. Reviewing succession plans to ensure an appropriate focus on diversity.
- 5.2 While the key focus of the Diversity and Inclusion Policy and the ASX Corporate Governance Council’s recommendations is on promoting the role of women within organisations, the Company recognises that other forms of diversity are also important and will seek to promote and facilitate a range of diversity initiatives throughout the Company beyond gender diversity.
-

6. Measuring Objectives

- 6.1 The Board will set Measurable Objectives for achieving diversity in accordance with this Policy and will review the effectiveness and relevance of these Measurable Objectives on an annual basis.
- 6.2 The Company will:
- a. offer flexible and family-friendly working environment to enable to attract talented and experienced females into the organisation in senior positions.
 - b. set measurable diversity targets, particularly in relation to gender diversity at the board and senior management levels.
 - c. report on diversity-related initiatives and progress in our annual report, as part of our compliance with the ASX Corporate Governance Principles (**Recommendation 1.5**).

- d. provide training and development opportunities to ensure that all employees have access to resources for career growth and advancement.
 - e. monitor and report on diversity metrics, including gender composition and workforce representation.
 - f. assess employees based on merit, skills, and experience, ensuring fair consideration for all individuals.
-

7. Roles and Responsibilities

7.1 Board of Directors

- a. oversee the implementation of the Diversity and Inclusion Policy and ensure measurable objectives are set (in consultation with the Remuneration and Nomination Committee (“RNC”) and reviewed regularly.
- b. Ensure diversity is a core consideration in board succession planning.

7.2 Senior Management

- a. foster a diverse and inclusive workplace.
 - b. promote the principles of this policy and ensure that diversity objectives are integrated into their decision-making processes.
 - c. implement recruitment, retention, and development strategies aligned with the Policy.
 - d. monitor compliance and provide regular reports to the board on diversity metrics.
-

8. Benefits of Diversity and Inclusion

8.1 The Company recognises that the organisations’ performance is linked to workplace diversity. Through fostering an inclusive environment that recognises a variety of quality employees, the Company aims to improve employee retention, embrace different perspectives, and enhance the Company's reputation.

8.2 Embracing diversity and inclusivity in the workforce enables the Company to:

- a. improve financial performance
 - b. attract and recruit the right people from a diverse pool of talented candidates;
 - c. create a culture that embraces diversity and that rewards people who act in accordance with this Policy;
 - d. develop and retain an appropriate skills base in the Company;
 - e. make more informed and innovative decisions, drawing on the wide range of ideas, experiences, approaches and perspectives that employees from diverse backgrounds, and with differing skill sets, bring to their roles in the Company; and
 - f. better reflect the diversity of all stakeholders.
-

9. Monitoring and Evaluation

9.1 The Board will monitor the scope and currency of this policy.

9.2 The Board is responsible for implementing, monitoring and reporting on the Measurable Objectives.

- 9.3 As required, Measurable Objectives set by the Board will be included in the annual key performance indicators for the Managing Director and senior executives.
- 9.4 In addition, the Board will review progress against the Objectives as a key performance indicator in its annual performance assessment.
-

10. Overriding Caveat

- 10.1 Nothing in this Policy is to be taken, interpreted or construed so as to endorse:
- a. the principal criteria for selection and promotion of people to work with the Company being other than their overall relative prospect of adding value to the Company and enhancing the probability of the Company achieving its objectives;
 - b. any discriminatory behaviour by or of the Company contrary to the law, or any applicable codes of conduct or behaviour for the Company and its personnel; or
 - c. any existing employee of the Company in any way feeling threatened or prejudiced by this Policy in their career development or otherwise, merely because of their diversity attributes.
-

11. Annual Disclosure

- 11.1 The Board will review and report annually on the progress and achievement of the Objectives and will ensure that the Policy is made publicly available on the Company's website, as recommended in Recommendation 3.5 of the ASX Corporate Governance Principles and Recommendations ("ASX Principles").
- 11.2 Pursuant to the ASX Principles, the Board will include in the Company's Corporate Governance Statement each year:
- a. Progress against achieving the Objectives (Recommendation 3.3);
 - b. Measurable Objectives as set by the Board (Recommendation 3.3);
 - c. Separately, the percentage of women and men employed within the entire Company, at the senior management level and at the Board level (Recommendation 3.4);
 - d. A statement as to the mix of skills and diversity which the Board is looking to achieve in membership of the Board (Recommendation 2.6).
-

12. Compliance

- 12.1 This Policy supports compliance with the ASX Corporate Governance Principles, as well as all relevant anti-discrimination and equal opportunity legislation in Australia, including the Sex Discrimination Act 1984 and the Equal Opportunity for Women in the Workplace Act 1999.
-

13. Policy Review and Amendments

- 13.1 This Policy will be reviewed by the Board **every 2 years** basis to ensure it remains effective and meets the best practice, listing rules and the Company's needs.
- 13.2 Any changes to this Policy will be communicated by the Company to its employees, its shareholders and the market.
- 13.3 The Policy will be available on the Company's website within a reasonable time after any such updates or amendments have been approved.

14. Approved and Adopted

14.1 This policy was approved and adopted by the Board on 14 November 2024.