

# Diversity Policy

Cryosite Limited (ACN 090 919 476)

# Diversity Policy

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## 1. Introduction

This policy:

- (a) supports the commitment of Cryosite Limited ACN 090 919 476 (**Company**) and its controlled entities (**Group**) to an inclusive workplace that embraces and values diversity;
- (b) is aligned with the Company's values to foster inclusion at all levels of the organisation;
- (c) provides a framework for new and existing diversity-related initiatives, objectives, strategies and programs within the business of the Group; and
- (d) supports the commitment of the Group to informing shareholders regarding its progress towards implementation and achievement of its diversity objectives.

## 2. Benefits of diversity

- 2.1 Diversity refers to the variety of differences between people in an organisation. Diversity encompasses political and other opinion, gender, race, ethnicity, disability, age, sexual orientation, family responsibilities, cultural background and views and more.
- 2.2 Diversity is a key strategic asset of the Group. Improving diversity is therefore a key strategic focus.
- 2.3 The Group's commitment to diversity forms part of its merit-based organisational culture dedicated to the recruitment and retention of the best available talent at all levels.
- 2.4 The Group believes that embracing diversity in its workforce contributes to the achievement of its corporate objectives and enhances its reputation. It enables the Group to:
  - (a) recruit the right people from a diverse pool of talented candidates;
  - (b) increase productivity as team diversity encourages employees to share different points of view to deliver creative and effective solutions;
  - (c) make more informed and innovative decisions, drawing on the wide range of ideas, experiences, approaches and perspectives that employees from diverse backgrounds, with differing skill sets, bring to their roles; and
  - (d) better represent the diversity of its stakeholders and markets.

## 3. Commitment to diversity

- 3.1 The Group is committed to achieving the goals of:
  - (a) providing access to equal opportunities at work based on merit;
  - (b) fostering a corporate culture that embraces and values diversity;
  - (c) designing and implementing internal programs and processes that will assist in the development of a broader and more diverse pool of skilled and experienced employees and that, over time, will prepare them for senior management and board positions; and
  - (d) ensuring that recruitment and selection practices at all levels (from the board downwards) are appropriately structured so that a diverse range of candidates are considered;

- 3.2 The Company is an equal opportunity employer and welcome people from a diverse set of backgrounds.
- 3.3 In order to have an inclusive workplace, discrimination, harassment, vilification and victimisation cannot and will not be tolerated.
- 3.4 The Group acknowledges that working toward diversity is an ongoing commitment. The Board is therefore committed to continuing to work towards and building upon the goals outlined in this Policy.

## 4. Board composition and selection

- 4.1 The Company's Board Charter provides that the Board should be made up of directors:
- (a) with an appropriate range of skills, experience, backgrounds and expertise;
  - (b) who can understand and competently deal with current and emerging business issues; and
  - (c) who can effectively review and challenge the performance of management, and exercise independent judgment.
- 4.2 The Board has established a Nomination and Remuneration Committee. The objective of the Nomination and Remuneration Committee is to help the Board to achieve its objective of ensuring that it has an effective composition, size and commitment to adequately discharge its responsibilities and duties. The Nomination and Remuneration Committee's responsibilities are set out in the Nomination and Remuneration Committee Charter (which is available on the Group's website). Its responsibilities include, among others:
- (a) identifying and recommending to the Board nominees for membership of the Board;
  - (b) identifying and assessing the necessary and desirable competencies and characteristics for Board membership, and regularly assessing the extent to which those competencies and characteristics are represented on the Board;
  - (c) developing and implementing processes to identify and assess necessary and desirable competencies and characteristics for board members; and
  - (d) ensuring succession plans are in place to maintain an appropriate balance of skills on the board and reviewing those plans.
- 4.3 The Nomination and Remuneration Committee's procedure for identifying, assessing and selecting candidates for appointment as directors is set out in the Nomination and Remuneration Committee Charter. The Nomination and Remuneration Committee's policy as set out in the Nomination and Remuneration Committee Charter includes making suitably extensive enquiries to find candidates from non-traditional sources.

## 5. Recruitment of employees and senior management

The Group is committed to ensuring equal employment opportunity for all of its employees and senior management, based on merit, ability, performance and potential, in a way that contributes to the achievement of its corporate objectives, including diversity.

## 6. Objectives for achieving diversity

- 6.1 The Board will:
- (a) establish measurable objectives for achieving diversity; and

- (b) annually review and assess both the measurable objectives for achieving diversity and the Group's progress in achieving them.
- 6.2 The Board will disclose in the Company's Annual Report for each relevant financial year both its objectives for achieving diversity and its progress in achieving those objectives.
- 6.3 The Nominations and Remuneration Committee will assist the Board to fulfil its responsibilities under 6.1.

## 7. Domestic responsibilities

- 7.1 The Board recognises that employees at all levels within the Group may have domestic responsibilities and the Company strives to adopt flexible work practices that will assist them to meet those responsibilities, if possible, given the needs of the Company to service its clients.
- 7.2 The Group will provide opportunities for employees on extended parental leave to maintain their connection with the Group.

## 8. Roles and responsibilities

Every employee within the Group is responsible for supporting and maintaining the Group's corporate culture, including its commitment to diversity in the workplace.

## 9. Review and changes to this policy

- 9.1 The Board will review this policy periodically to ensure that it is operating effectively and whether any changes are required.
- 9.2 The Board may change this policy from time to time by resolution.
- 9.3 This policy is not contractual in nature.
- 9.4 This policy is not a promise of continued employment or of the benefits of that employment.

## 10. Interaction with other legislation

This policy applies to the extent that it does not conflict with equal employment opportunity and anti-discrimination legislation in jurisdictions in which the Group operates.

## 11. Questions

Any questions about this policy should be directed to the Company Secretary.

## 12. Approved and adopted

This policy was approved and adopted by the Board on 15 November 2023.