PainChek

Intelligent Pain Assessment

PainChek Limited (Company)
ACN 146 035 127

Diversity Policy

September 2020

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1 OVERVIEW

1.1 The Diversity Policy (**Policy**) supports the commitment of PainChek Limited (**Company**) to ensuring an inclusive workplace that encourages and embraces diversity.

1.2 The Company is an equal opportunity employer and respects and welcomes people from all backgrounds.

2 OBJECTIVES

2.1 The objectives of this Policy are to ensure the Company:

(a) encourages a corporate culture that recognises and values diversity;

(b) provides equal access and opportunities to all its employees; and

(c) promotes a fair and balanced approach ensuring the appointment and advancement of employees is based on skill, performance and capability;

2.2 To ensure these objectives are achieved, discrimination, harassment, and victimisation will not be tolerated.

3 BENEFITS

3.1 The Company and its board of directors (**Board**) recognise the benefits of maintaining diversity among people in a company at all levels in relation to gender, race, ethnicity, disability, age, sexual orientation, gender identity, marital or family status, religious or cultural background among others.

3.2 The Company and its Board believe that a commitment to diversity in its workforce will contribute to achieving corporate objectives through innovative decision making from people with diverse backgrounds with varying skill sets and perspectives.

4 PRINCIPLES

4.1 The Company's diversity and inclusion principles are to:

(a) recognise that people come from different backgrounds and that diversity should be valued;

(b) respect the diversity of employees and stakeholders;

(c) support flexible work arrangements;

(d) integrate diversity into current corporate policies and procedures;

(e) effectively manage and encourage diversity within the corporate environment at all levels; and

(f) review and remain accountable for diversity principles and policies.

5 GENDER DIVERSITY

5.1 The Company's commitment to gender diversity across all levels contributes to the achievement of a diverse corporate structure within which persons are appointed and advanced based on merit, without bias.

5.2 The Company and its Board recognise that gender diversity:

(g) broadens the pol of high-quality directors and employees;

(h) is likely to support employee retention;

(i) is likely to encourage greater innovation by drawing on different perspectives;

(j) is a socially and economically responsible governance practice; and

(k) will improve the Company's corporate reputation.

6 MEASURES AND ACCOUNTABILITIES

6.1 The Board is responsible for setting measureable objectives to assist the Company to achieve gender diversity within the Board composition, in senior executive positions and across the general workforce.

6.2 The Board will report annually on the Company's progress in meeting these objectives and will make recommendations as to their effectiveness.

6.3 The Board will also report specifically in relation to the respective proportions of men and women on the Board, in senior executive positions and across the whole organisation (including how the entity has defined 'senior executives' for these purposes).

7 REVIEW

7.1 The Board will review this Policy at least annually to ensure that it accords with best practise and remains consistent with its objectives.

7.2 This Policy may be amended from time to time by resolution of the Board.

Date: September 2020