

Diversity Policy

1. Introduction

This document sets out Medical Australia Limited (MLA) policy on Diversity.

This policy applies to all MLA employees and its associated Companies including contractors and consultants acting on the company's behalf and includes the recruitment and selection process, terms and conditions of employment including pay, promotion, work assignment, training and any other aspect of employment.

2. Aim of Policy

MLA aims to contribute positively to the success of the Company by promoting high performance culture that draws on the diverse and relevant experience, skills, expertise, perspectives and the unique personal attributes of its Board members and employees.

MLA is committed to managing diversity as an employer by reflecting its values of respect, integrity, honesty and personal commitment in maintaining and valuing the differences a diverse workforce brings.

3. Guidelines

Policy standards:

- MLA undertakes to treat all employees, partners, contractors, consultants and suppliers fairly and equally regardless of and not limited to, their gender, age, culture/ethnicity, language, religious beliefs, disabilities and flexible workplace requirements.
- MLA is committed to valuing diversity by maintaining a safe work environment by taking action against inappropriate workplace behaviour including discrimination, harassment, bullying, victimisation and vilification.
- The Company will promote a corporate culture that values diversity and tolerates differences by developing and offering work arrangements that help to meet the needs of a diverse work force.
- MLA undertakes that the recruitment of employees and directors will be made impartially from a diverse field of suitably qualified candidates.
- The recruitment process will be focused on criteria designed to ensure that the best people are chosen for the right positions recognising the importance that diverse experience, perspectives and approaches can bring. MLA will provide its employees with opportunities to develop skills and experience for career advancement, learning and development.
- MLA will establish measurable objectives for gender diversity and will monitor and review the effectiveness of this policy and associated procedures.

4. Administering the Policy

The Remuneration and Nomination Committee appointed by the Directors has the responsibility for supervision of the policy in the Company.

Employees are responsible to ensure that they:

- Comply with the guidelines of this policy
- Promote the spirit of diversity and equal opportunity
- Report any questionable business practices that may breach this policy to the Chief Executive Officer for investigation.

5. Reporting on Policy Implementation

In each Annual Report of the Company MLA will disclose the measureable objectives which it has set for implementation of this Policy and progress towards achieving such objectives.

6. General Principles

- a) The principal criteria for selection and promotion of people to work within MLA is the overall prospect of such people adding value to MLA and enhancing the probability of achievement of MLA's objectives;
- b) MLA will not tolerate any discriminatory behaviour by or within MLA contrary to the law, or any applicable codes of conduct or behaviour for MLA and its personnel;
- c) MLA will ensure that no MLA officer or employee is threatened or prejudiced by this Policy in their career development or otherwise, merely because their personal attributes at any time may be more, rather than less, common with others.