

DIVERSITY AND INCLUSION POLICY

1. Our goals and commitment

Our mission is ... “to see a world where technology is so precise and effective it works naturally with your body and the world around you, helping you thrive to your fullest potential.” To achieve our mission, and in line with our values, “do what’s right” and “show people you care”, it’s crucial that we promote and support diversity and inclusion. We’re committed to ensure an inclusive work environment in which everyone is treated fairly, and with respect and dignity.

The purpose of this policy is to support and facilitate an inclusive environment that embraces all that makes us different, and recognises the benefits that these differences make. These differences can include gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, nationality, religious beliefs, cultural background, socio-economic backgrounds, perspectives, experiences, and other areas of potential difference.

Our diversity and inclusion philosophy means:

- a. we can attract and retain people from the widest pool of talent;
- b. our culture reflects our values;
- c. we have an inclusive and safe environment that supports wellbeing and inspires innovation, creativity and “thinking differently”;
- d. we have a dynamic environment that leads to higher performance and greater employee engagement and satisfaction; and
- e. our diverse workforce can predict what our customers and other stakeholders care about.

2. Who's this document for?

This policy is from Wellfully Limited ACN 056 482 636 (**Wellfully, us, our, we**) and it's for all our employees, directors, officers, contractors and consultants (**you, your**). It applies to each of these people regardless of where they are or local customs or laws. Breaches of this policy may result in disciplinary action, including dismissal.

3. What's "diversity and inclusion"?

Diversity encompasses differences in backgrounds, qualifications and experiences, and also differences in approach and viewpoints. We ensure that people are provided with equal opportunity, while also creating opportunities for those groups that may be disadvantaged.

Inclusion means that our people operate in an environment where difference is respected and actively leveraged to challenge how we better evolve to meet the needs of our customers and society.

We have a strong commitment to diversity and inclusion and the fundamental principle that all people should be able to equally participate in our workforce, management, senior executive and the Board. Our leaders are committed to providing opportunities that allow all our people to reach their full potential and "be the best you can be".

4. Our Board and senior executives

The balance of diversity, background, knowledge, skills and experience are important criteria that we consider in the development of succession plans and appointment processes for our Board and senior executive roles.

In line with our commitment to inclusion, factors including gender, ethnicity, nationality, sexual orientation, cultural background, age and experience will be considered when appointing senior executives and people to our Board.

We aim to represent the community within which we operate at all leadership levels. The CEO is responsible for reporting to the Board our succession plans and appointment processes, with the aim of

achieving our diversity objectives, in particular women in senior executive positions.

The Chair is responsible for promoting and ensuring more women are on our Board.

We'll review adherence to these principles annually and a report will be given to our Board.

5. Supporting policies and frameworks

- a. *Code of Conduct* – we're committed to not only complying with the law, but also acting ethically and responsibly. Our Code of Conduct sets out the minimum standards of behaviour and conduct expected.
- b. Equal Employment Opportunities – we're committed to maintaining a supportive, healthy and productive work environment, free from unlawful discrimination, harassment, sexual harassment, vilification, bullying or victimisation. Every person irrespective of their gender, ethnicity, nationality, sexual orientation, cultural background and/or age will be considered to work with us.
- c. Remuneration – it's critical that we pay women and men who do similar work a similar amount. A person's gender shouldn't impact their pay. We'll review remuneration annually to ensure pay equity remains within a 3% tolerance and a report will be given to our Board.
- d. Flexible work – we support a diverse, flexible and adaptive workforce.
- e. Leave policies – a range of leave options are available to you so you have the right amount of time off work. This includes annual leave, carers' leave, personal leave, parental leave, community leave, domestic violence leave and long service leave.
- f. Parental leave – we will provide support programs and opportunities to employees whilst they are on parental leave.
- g. Bullying, harassment and discrimination (i.e. "unacceptable behaviour") – this is not on in our workplace. We must have a

work environment that is free from bullying, harassment, vilification, discrimination and victimisation.

- h. Learning and development opportunities – we support our employees to develop and continually learn and improve so you can “be the best you can be”.

6. How we promote diversity and inclusion

We’re focused on these things:

- a. Delivering on **gender equality** – we’re committed to ensuring that gender is not a barrier to career opportunities and advancement. We ensure representation of all gender identities throughout all recruitment processes, and are committed to pay equity. We believe that through gender balanced diverse leadership and talent pipelines, we can better represent the needs of our customers.
- b. Inclusion of Lesbian, Gay, Bisexual, Transgender and Intersex (**LGBTI**) people – we’re committed to working with the LGBTI community to ensure our policies, processes and practices are inclusive.
- c. Representing the **changing demographics** of our customers – as populations age and become more culturally diverse, we’re committed to ensuring our team is representative of our customers so we can better anticipate their needs.

These are supported by strong recruitment and selection practices, which ensure bias is eliminated and regardless of employment type. Recruitment and selection practices are also designed to consider a balance of gender and other forms of diversity in the range of candidates.

This is further supported by talent development practices which ensure that, where possible, the pool of potential available talent is nurtured and developed effectively. Early identification and development of a diverse pool of talent ensures that there are appropriately qualified and experienced candidates from all backgrounds for consideration when positions including potential executive or Board positions become available.

Regular measurement of engagement and employee experience provide the checks in place which allow us to ensure a consistent experience for employees, regardless of their background.

7. Implementation and objectives

We think that this policy contributes to achieving our objectives and embeds the importance and value of diversity and inclusion. The Board will review and approve measurable objectives for diversity and inclusion, including gender diversity, across, and at various levels of, our organisation.

The Nomination and Remuneration Committee will:

- a. make recommendations to the Board regarding the measurable objectives;
- b. annually assess the objectives set by the Board and the progress in achieving them;
- c. review and monitor the effectiveness of this diversity and inclusion policy, publication of this policy and our progress;
- d. annually review the experiences and outcomes of women employed with us and on the Board, and submit a report to the Board outlining its findings; and
- e. oversee the implementation of initiatives outlined in and arising from this policy.

From the 2022 Financial Year onwards, we'll provide information in our annual report regarding this policy, our objectives for achieving gender diversity and our progress towards achieving them.