**DIVERSITY POLICY**

1. **INTRODUCTION**

Quintis Ltd and all its related bodies corporate (Quintis) are committed to workplace diversity. Quintis recognises the benefits arising from employee and board diversity, including a broader pool of high quality employees, improving employee retention, accessing different perspectives and ideas and benefiting from all available talent.

Diversity includes, but is not limited to, gender, age, ethnicity and cultural background.

To the extent practicable, Quintis will address the recommendations and guidance provided in the ASX Corporate Governance Council’s Corporate Governance Principles and Recommendations (ASX Principles).

Quintis is required to have its own employment related policy, and this Quintis policy (Diversity Policy) is to complement that existing documentation. This Diversity Policy does not form part of an employee’s contract of employment with Quintis, nor gives rise to contractual obligations. However, to the extent that the Diversity Policy requires an employee to do or refrain from doing something and at all times subject to legal obligations, this Diversity Policy forms a direction of Quintis with which an employee is expected to comply.

2. **OBJECTIVES**

The Diversity Policy provides a framework for Quintis to achieve:

- a diverse and skilled workforce, leading to continuous improvement in service delivery and achievement of corporate goals;
- a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;
- improved employment and career development opportunities for women;
- a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives through improved awareness of the benefits of workforce diversity and successful management of diversity; and
- awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity,

collectively, the **(Objectives)**.

The Diversity Policy does not impose on Quintis, its directors, officers, agents or employee 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 State or Territory of Australia or of any foreign jurisdiction.
3. RESPONSIBILITIES

3.1 THE BOARD’S COMMITMENT

The Quintis Board is committed to workplace diversity, with a particular focus on supporting the representation of women at the senior level of Quintis and on the Quintis Board.

Human Resources is responsible for developing measurable objectives and strategies to meet the Objectives of the Diversity Policy (Measurable Objectives) and monitoring the progress of the Measurable Objectives through the monitoring, evaluation and reporting mechanisms listed below.

Human Resources may also set Measurable Objectives for achieving gender diversity and monitor their achievement.

The Board, collectively, will conduct all Board appointment processes in a manner that promotes gender diversity, including establishing a structured approach for identifying a pool of candidates, using external experts where necessary.

3.2 STRATEGIES

Quintis’ diversity strategies include:

- recruiting from a diverse pool of candidates for all positions, including senior management and the Board;
- reviewing succession plans to ensure an appropriate focus on diversity;
- identifying specific factors to take account of in recruitment and selection processes to encourage diversity;
- developing programs to develop a broader pool of skilled and experienced senior management and board candidates, including, workplace development programs, mentoring programs and targeted training and development;
- developing a culture which takes account of domestic responsibilities of employees; and any other strategies the Board or Human Resources develops from time to time.

4. MONITORING AND EVALUATION

Human Resources will monitor the scope and currency of this policy.

Quintis is responsible for implementing, monitoring and reporting on the Measurable Objectives as established by Human Resources.

In addition, the Board will review progress against the Objectives as a key performance indicator in its annual performance assessment.
5. REPORTING

Human Resources will report annually to the Board on the achievement of the Objectives.

The Board will include in the Annual Report each year:

- Measurable Objectives, if any, set by the Board;
- progress against the Objectives; and
- the proportion of women employees in the whole organisation, at senior management level and at Board level.