

## MAYNE PHARMA GROUP LIMITED

# DIVERSITY POLICY

### 1. INTRODUCTION

The Board recognizes that a diverse and inclusive workforce is not only good for our employees but also good for business performance. Diversity enables Mayne Pharma to attract and retain talented people, create more innovative solutions, and be more flexible and responsive to our customers' and shareholders' needs.

Mayne Pharma supports employees to achieve an appropriate work-life balance, promotes and rewards employees based on skills, experience and merit and ensure the workplace is free from discrimination and harassment.

### 2. DIVERSITY

Diversity within the company refers to all the characteristics that make individuals different from each other. It includes characteristics or factors such as religion, race, ethnicity, language, gender, sexual orientation, disability, age or any other area of potential difference. Diversity refers to the acceptance of the differences amongst individuals within the company and how we work together to value these differences and capture the benefits that these differences bring to the workplace.

### 3. OBJECTIVES

This diversity policy provides a framework that helps Mayne Pharma to achieve the following:

- (a) Access to the broadest and most diverse pool of qualified talent.
- (b) A welcoming workforce culture that embraces diversity at all levels.
- (c) Use of recruitment practices that ensure a fair and equitable selection process at all levels where candidates are assessed on the basis of skills and capabilities.
- (d) Ensure there is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.
- (e) Improved employee motivation and engagement.
- (f) Enhanced teamwork and innovative solutions.
- (g) Set diversity-related measurable objectives for the Company and review progress annually.

### 4. MEASURABLE OBJECTIVES

Management will report to the Board on an annual basis on the effectiveness of diversity related initiatives including progress against measurable objectives.

Mayne Pharma's Corporate Governance Statement will include the following on diversity:

- (a) Measurable objectives set by the Board concerning the strategies and programs for pursuing diversity.
- (b) Progress against the set measurable objectives.

The diversity policy and measurable objectives will be reviewed periodically to ensure the policy is operating effectively and whether any changes are required.