



ALEXIUM INTERNATIONAL GROUP LIMITED
ABN: 91 064 820 408

DIVERSITY POLICY

1 Purpose

1.1 At Alexium International Group Limited (“Alexium” or the “Company”), we value diversity and equal opportunity. We aim to ensure that our workforce, including our board of directors (the “Board”), is made up of individuals with diversity in a range of areas including skills, values, backgrounds and experience to the benefit of the Company.

1.2 Diversity assists us to achieve our objectives and deliver outcomes for our stakeholders, by enabling us to attract, retain and motivate the most suitably qualified and experienced individuals to our workforce.

2 Scope

2.1 This policy (the “Policy”) applies to all directors, employees and consultants, whether full-time, part-time, casual or temporary.

3 Effect of the Policy

3.1 This Policy sets out the guidelines by which the Company will endeavour to increase diversity throughout the Company, including at the Board level.

3.2 The contents of this Policy, to the extent that they impose obligations on the Company, do not constitute contractual terms, conditions or representations.

4 Diversity

4.1 Diversity refers to characteristics such as age, gender, sexual orientation, gender identity, marital or family status, cultural background, race, religion, disability and ethnicity.

4.2 The Company will not discriminate against individuals on any of the following grounds:

- Gender
- Parental status
- Age
- Race
- Political belief or activity
- Ethnicity or cultural background
- Relationship status
- Family responsibilities
- Irrelevant criminal record
- Impairment
- Trade union activity (or inactivity)

- Irrelevant medical record
- Pregnancy or Breastfeeding
- Gender identity
- Religious belief or activity
- Sexual orientation and lawful sexual activity
- Physical features
- Association with or relation to a person identified on the basis of an attribute associated with any of the above grounds
- Mental health
- Intellectual Disability

5 Statement of principles

5.1 The Company is committed to:

- (1) embracing diversity at all levels and in all facets;
- (2) equality of opportunity throughout our organisation;
- (3) recruiting and retaining the best candidates for positions; and
- (4) treating individuals with respect.

5.2 The Company cannot and will not tolerate discrimination, harassment, vilification or victimisation in the workplace.

5.3 The Company recognises that all employees at all levels may have domestic responsibilities, and it will, to the extent practicable, use its reasonable endeavours to assist those persons to meet those responsibilities.

6 Key objectives

The Company is currently focussed on maintaining and increasing diversity in the following key areas:

- (1) gender diversity in senior executive team and workforce as well as the Board; and
- (2) gender and ethnic diversity amongst employees and consultants.

7 Responsibilities

7.1 Board responsibilities

- (1) The Board, or an appropriate committee of the Board, may consider setting measurable objectives for achieving diversity in the Company, initially in the key areas of focus set out in section 6 of this Policy.
- (2) The Board, or the relevant committee of the Board, will assess the performance of the Company annually in achieving the objectives that have been established and the adequacy of the Company's programs and initiatives.

(3) The Board will ensure that as part of its Board selection policy, recruitment and selection practices at Board level are appropriately structured so that a diverse range of candidates are considered and that there are no conscious or unconscious biases that might discriminate against certain candidates.

7.2 Responsibilities of management

(1) The Board, or an appropriate committee of the Board, will advise management of the measurable objectives (if any) that have been set and will charge management with designing, implementing and maintaining programs and initiatives to help achieve the measurable objectives.

(2) In implementing the diversity objectives, management will:

- a) use its reasonable endeavours to ensure that all recruitment and selection practices of employees and consultants are appropriately structured so that, to the extent practicable given the circumstances of the role and the jurisdiction in which that role is to be filled, a diverse range of candidates are considered and that there are no conscious or unconscious biases that might discriminate against certain candidates; and
- b) commit to implementing programs that will assist in the development of a broader and more diverse pool of skilled and experienced employees.

(3) To the extent practicable, management will use its reasonable endeavours to adopt flexible work practices that will assist employees to meet their domestic responsibilities.

(4) The Board, or an appropriate committee of the Board, will implement a reporting framework that will ensure that relevant members of management report to the Board on diversity, and in particular gender and diversity amongst employees and consultants so that the Board can monitor the Company's progress towards, and achievement of, the diversity objectives that have been set.

8 Reporting

8.1 In its Corporate Governance Statement, the Company will report on:

- (1) the objectives set by the Board, or the appropriate committee of the Board, and, if the objectives have been altered since the most recent corporate governance statement, an explanation of the change;
- (2) the Company's achievement or progress towards achieving the objectives set by the Board (and, if the objectives have been altered, which set of objectives are being reported against);
- (3) the proportion of women employed (on a full time equivalent basis) by the Company and by any subsidiaries of the Company at all levels and at senior executive levels (including how the Company has defined "senior executive" for these purposes); and
- (4) the proportion of women sitting on the Board.

9 Review and changes to this Policy

9.1 The Company reserves the right, at its absolute discretion, to change this Policy from time to time as it considers necessary.

9.2 At least annually the Board, or an appropriate committee of the Board, will review this Policy.

9.3 This Policy and any changes to the Policy will be posted on the Company's website at <https://www.alexiuminternational.com/investor-relations/>.