

**PALLA PHARMA LIMITED**  
**ACN 107 872 453**



PALLA PHARMA

**DIVERSITY POLICY**



# DIVERSITY POLICY

## 1. OVERVIEW OF THE POLICY

---

The Directors and management of Palla Pharma Limited (the “Company”) recognise the benefits of an inclusive workforce that values diversity within the Company. A diverse workplace can assist in achieving the Company’s strategic goals and in return increase value to shareholders.

The Company values the competitive advantage that diversity (which includes but is not limited to gender, age, ethnicity and cultural background) brings. The Company understands that promoting diversity can enrich the Company's perspective, improve corporate performance, increase shareholder value and maximise the probability of achievement of the Company's goals.

The Company's commitment to diversity means that it works continuously to ensure an environment that is supportive of equal opportunity and equal access to career development, remuneration and benefits through the implementation of practices, procedures and policies which support, among other matters, diversity.

Diversity is about recognising and valuing the contributions of people from different backgrounds, with different perspectives and experiences. Diversity includes but is not limited to gender, age, disability, ethnicity, religion and cultural background. The Company also recognises that employees at all levels of the Company and regardless of background may have domestic responsibilities requiring their attention.

## 2. OBJECTIVES AND PURPOSES

---

### 2.1 Purpose

This policy clarifies the Company's commitment to an inclusive workplace which values different experiences and perspectives, culture, skills and backgrounds. The Company has considered the ASX Corporate Governance Principals in establishing its Diversity Policy.

Diversity includes, but is not limited to gender, age, disability, ethnicity, marital or family status, religious or cultural background, sexual orientation and gender identity.

### 2.2 Measurable Objectives

The Company is committed to rewarding performance and believes embracing diversity, at all levels within the organisation, provides a framework which supports both employees and the Company in reaching its potential.

The Board supports that a diverse workplace attracts, retains and motivates employees from a wide pool of available talent and that no conscious or unconscious biases will be applied when considering candidates for promotion or recruitment. At all levels, the Company will promote and recruit talent which is aligned to the qualifications and experiences required to perform the role.

Diversity related measurable objectives for the Company and its controlled entities will be reviewed on an annual basis. Once established, the Nomination and Remuneration Committee of the Board will be responsible, on an annual basis, for developing a long-term plan to address diversity initiatives and measures.

The plan will incorporate the Company's measurable objectives having regard to key metrics including:



- (a) representation by gender within each band within the Company, including key executives; and
- (b) salary comparison by gender and role level.

The Board will review the progress of the Company's diversity strategy on at least an annual basis including the Company's objectives for achieving gender diversity and the Company's progress in achieving those objectives.

## **2.2 Reporting non-compliance and grievances**

Employees who have genuine suspicions of wrongdoings have a safe environment in which to speak up without fear, reprisal or victimisation. The Company's Whistleblower Policy sets out this policy in more detail.

## **2.2 Application**

This benefit of this policy is intended to apply to the Directors and employees of the Company and to its commercial partners and their employees.

## **3. ACCESS TO THE POLICY**

---

This policy will be available for viewing by any person on the Company's website or a copy will be sent upon request.

Questions about this policy and its application should by employees should be directed to their direct supervisor.

Questions about this policy and its application by shareholders and members of the public should be directed to the Company Secretary.

## **3. TRANSPARENCY AND REPORTING**

---

As part of the process of listing on ASX, the Company is committed to the transparent implementation of its obligations under the ASX Corporate Governance Principles and Recommendations (4<sup>th</sup> Edition) ("ASX Principles") with respect to diversity, as demonstrated by the following actions:

- (a) establishing this Policy as a compliant policy under ASX Principles Recommendation 1.5 by:
  - (i) establishing measurable objectives for achieving gender diversity; and
  - (ii) the Board assessing annually the measurable objectives for achieving gender diversity and the progress towards achieving them;
- (b) disclosing this Policy or a summary of it in accordance with the ASX Principles;
- (c) in its annual reports or Corporate Governance Statements, disclosing the processes the Board adopts and the criteria the Board takes into consideration in its selection of prospective new Board members; and
- (d) in its annual reports or Corporate Governance Statements, disclosing:
  - (i) the measurable objectives, if any, for achieving gender diversity set by the Board in accordance with the terms of this Policy;
  - (ii) the progress from time to time towards achieving them;
  - (iii) the respective proportions of men and women:



- (A) on the Board;
- (B) in senior executive positions, including how “senior executive” is defined in these positions; and
- (C) across the Company.

### **3. REVIEW OF POLICY**

---

The Company’s Board of Directors approved this policy on 4 June 2020.

The Board will review this policy as often as the Board determines appropriate and make any changes it determines necessary or desirable.