



MONASH IVF GROUP

Diversity and Inclusion Policy

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Diversity and Inclusion Policy

Monash IVF Group Limited (the Company)

1. Purpose and Policy Statement

1.1 Purpose

Monash IVF Group recognises that its business success is a reflection of the quality of its workplace. As such, we are committed to an inclusive culture which values diversity of thought, opinion and background and recognises that embracing this diversity helps us build a competitive advantage. Monash IVF Group commits to providing employees with equal access to opportunities and resources.

This policy describes Monash IVF Group's approach to diversity and inclusion and how diversity and inclusion are promoted and embedded in our workplace.

1.2 Diversity and Inclusion Policy Statement

Monash IVF Group is committed to promoting a genuine culture of diversity and inclusion by embracing the inherent value of differences between people and the contributions these people make to our business. These differences can include gender, gender identity, language, ethnicity, age, religion, disability and sexual orientation.

Monash IVF Group values and is proud of its strong diverse and inclusive workforce and is committed to supporting and further developing this through attracting, engaging and retaining diverse talent.

Above all we are committed to ensuring that all employees are treated fairly and with respect.

2. Key Principles

2.1 Benefits of a diverse and inclusive workplace

Monash IVF Group believes that fostering a culture that embraces inclusion and diversity will:

- (a) Facilitate more creative and innovative solutions in achieving our objectives if our employees feel safe and confident to contribute their ideas and perspectives.
- (b) Make Monash IVF Group attractive to potential employees and increase retention of talent.
- (c) Lead to a diverse workforce that has a better understanding of each other, our customers, suppliers and communities with which we work.

Strategies

Monash IVF Group is committed to providing a culture which is inclusive and embraces diversity. We aim to do so by ensuring that our practices promote a diverse and inclusive workplace and by implementing policies and strategies that:

- (a) are sensitive to and informed by the needs of individuals from diverse backgrounds;
- (b) are responsive to the particular circumstances of the individual;
- (c) promote recruitment from a diverse, qualified group of candidates to encourage diversity of thinking and perspective;
- (d) promote the principles of merit and fairness when making decisions about recruitment, and other employment activities;
- (e) ensure an overall transparent process for the review and appointment of Employees;
- (f) foster a culture that encourages collaboration, flexibility and fairness to enable all employees to contribute to their potential;
- (g) ensure that our employees understand their responsibility for promoting diversity and inclusion;

2.2 Key Initiatives and Programs

Monash IVF Group aims to introduce and / or maintain the following programs and initiatives to assist with improving diversity and inclusion within the organisation:

- (a) Professional development programs in non-discriminatory recruitment practices provided for employees involved in recruitment activities.
- (b) Professional development programs in areas of diversity and inclusion provided at all levels of the organisation.
- (c) Policies that encompass flexible work arrangements promote work/life balance and return to work programs while balancing the organisation's operational requirements and ability to provide quality patient care.
- (d) Mentoring programs established; and
- (e) Networking opportunities.

2.3 Responsibilities

(a) Responsibilities of Employees

- Contribute to promoting a workplace that values diversity and inclusion by valuing and respecting other's differences.
- Treat others fairly and respectfully.
- Demonstrate appropriate and acceptable standards of behavior and conduct at all times.
- Comply with Monash IVF Group's policies.
- Complete all compulsory training and refresher training.

(b) Responsibilities of Managers

- Model and encourage desired behaviors in relation to diversity and inclusion principles and practices.
- Ensure recruitment activities are completed in a transparent and consistent manner and without bias.
- Provide employees with equal opportunity to available jobs, suitable flexible working arrangements and training and development opportunities.
- Provide all employees with equal access to fair, prompt and confidential processes to deal with complaints and grievances.
- Demonstrate and active commitment to diversity and inclusion in the workplace.

(c) Responsibilities of Monash IVF Group

- Promote the values of a diverse and inclusive workplace
- Ensure that the commitment to a diverse and inclusive culture is considered and reflected in strategic plans, policies and practices.
- Provide information, advice and support to managers on diversity and inclusion issues.
- Respond to complaints and grievances and conduct investigations where necessary.

2.4 Measurable Objectives

Monash IVF Group will set and implement measurable objectives for diversity, including gender diversity.

Management will develop, for approval by the Board or its relevant sub committee, as appropriate the measurable objectives.

At least annually, management will monitor, review and report to the Board (including via the Remuneration and Nomination Committee) on the achievement of these matters, gender diversity and Monash IVF's progress under this policy more broadly.

2.5 Communication

In order to promote transparency and accountability and to further the objectives of this policy the Monash IVF Group will:

- (a) post a copy of this policy or a summary of it on its website and intranet; and
- (b) disclose a copy of the policy or a summary of it in the Company's annual report.

2.6 Compliance Requirements

The Company is committed to meeting its obligations with respect to "Diversity" under the ASX Corporate Governance Principles and Recommendations (3rd Edition) (**ASX Recommendations**) and any other applicable regulatory requirements, including by:

- (a) establishing this policy (pursuant to ASX Recommendation 1.5(a));
- (b) establishing measurable objectives for achieving gender diversity (pursuant to ASX Recommendation 1.5(a));
- (c) the Board annually assessing the measurable objectives and the Company's progress in achieving them (pursuant to ASX Recommendation 1.5(a));
- (d) disclosing this policy or a summary of it on the Monash IVF Group website, intranet and in its annual report (pursuant to ASX Recommendation 1.5(b));
- (e) disclosing the measurable objectives and progress in achieving them in its annual report (pursuant to ASX Recommendation 1.5(c)); and
- (f) disclosing the proportion of men and women Employees on the Board, in senior executive positions and across the entire Company, in its annual report (pursuant to ASX Recommendation 1.5(c)).

The Company Secretary is responsible for ensuring that the Company meets its compliance and reporting obligations referred to above.

2.7 Accountabilities

The Board is ultimately accountable for this policy.

The Managing Director/CEO and members of the Executive team are responsible for the implementation of this policy and monitoring compliance with it. The Chief People & Culture Officer and Company Secretary being responsible for the administration of the policy (including in relation to reporting to the Board, or its relevant Board committee as appropriate).

3. Other matters

3.1 Overriding principles

Nothing in this policy will be taken, interpreted or construed so as to endorse:

- (a) the principal criteria for selection and promotion of people to work within the Monash IVF Group being other than their overall relative prospect of adding value to the Monash IVF Group and enhancing the probability of achievement of the Company's objectives;

- (b) any discriminatory behavior by or within Monash IVF Group contrary to the law, or any applicable codes of conduct or behavior for Monash IVF Group and its personnel; and
- (c) any existing person within Monash IVF Group being prejudiced by this policy in their career development or otherwise, merely because their diversity attributes at any time may be more, rather than less, common with others.

3.2 Adoption of Policy and Board review

This Policy was adopted by the Board on 6th August 2018, and takes effect from that date and replaces any previous policy in this regard.

The Board will review this Policy periodically. The Chief People & Culture Officer will communicate any amendments to Employees as appropriate.

3.3 Amendments to this Policy

The Monash IVF Group may discontinue or amend any part or the whole of this policy from time to time at its absolute discretion. This Policy can only be amended with the approval of the Board.