

# BCAL Diagnostics Limited

## Diversity and Inclusion Policy

### 1. Approach to Diversity and Inclusion

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At BCAL Diagnostics Limited (**BCAL** or **Company**), we value diversity and inclusion and the benefits these bring to our business. We recognise that embracing diversity and inclusion at BCAL brings advantages to the way we do business by:

- accelerating innovation through embracing the unique experience, ideas, skills and perspectives of our people;
- helping us to attract and retain top talent and seeking to bring out the best in everyone; and
- enabling us to better reflect and serve our clients, partners and the diverse communities with which we interact every day.

We believe that by driving better outcomes through diversity and inclusion, we can amplify BCAL's positive impact on the world.

For us, embracing diversity means acknowledging, appreciating and celebrating all the ways we are different in all forms, both visible and not visible. It includes differences that relate to gender, age, culture, ethnicity, race, disability, family status, language, religion, sexual orientation, and gender identity, as well as differences in socio-economic background, skills, work styles, perspectives and experience.

We know diversity is important, but it is through inclusion that we really tap into the potential and power of our differences. Inclusion means seeking to have a work environment where all BCAL employees have a sense of belonging, fairness, feeling valued and respected, and can play their part in creating business success. We also recognise that to have an inclusive workplace, discrimination, harassment, vilification and victimisation cannot and will not be tolerated.

### 2. Our key principles

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Our approach to diversity and inclusion is summed up in our key principles:

#### 2.1. Principle 1: Reflecting and serving those with whom we work

We value diversity because it reflects and serves those with whom we work, and supports our people to thrive.

Diversity makes us stronger, more innovative and it directly benefits our people, our products and our community. The diversity of our directors, employees and contractors should reflect that of those with whom we work, and their own diverse communities.

#### 2.2. Principle 2: Accountability

We are all accountable to create an inclusive culture.

We believe none of us singularly is as good as all of us together. We are committed to an inclusive work environment, where people have a sense of belonging, feel connected, and where difference is celebrated. We value collaboration, embrace



authenticity and want everyone to feel comfortable to bring their whole self to work. All of us are accountable to create a culture where individual differences are supported, respected and valued. We look for proactive ways to embed inclusion in all aspects of the employee experience. Our leaders across the business are expected to be role models and all BCAL employees need to play their part in creating an inclusive culture at BCAL.

### 2.3. Principle 3: Recognising the benefits of diversity in new talent

We are committed to attracting diverse talent and hiring fairly.

We are committed at all levels to always look to hire the best person for the job and to make fair recruitment and promotion decisions at all levels. Our selection is based on objective criteria, taking into account relevant skills, qualifications and experience. We want a diverse mix of applicants for roles and we are focused on attracting and selecting our people from a diverse pool of talent. We raise awareness of the impact of unconscious bias in the hiring process and consider what we can do to counteract it.

### 2.4. Principle 4: Equal pay

We are committed to equal pay for equal work, and rewarding our people fairly.

This means taking steps so that our pay decisions are made free from unconscious bias. It also involves regular review to check for unjustifiable gender pay gaps and monitoring to ensure we are reflecting gender pay equity at all levels across our workforce.

## 3. Responsibilities

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Supporting diversity and inclusion is the responsibility of all of BCAL's directors and employees.

BCAL's board of directors (**Board**) will support the objectives of this policy by:

- establishing and monitoring implementation of the Company's Diversity and Inclusion Policy;
- establishing and monitoring the Company's diversity strategy;
- setting measurable objectives for achieving the diversity strategy and assessing the Company's progress against those objectives; and
- practicing and promoting behaviour consistent with the Company's Statement of Values and this policy.

The Company's Remuneration and Nominations Committee will support the objectives of this policy by:

- conducting all Board appointment processes in a manner that promotes diversity; and
- reporting and, where appropriate, making recommendations to the Board in relation to diversity and inclusion.

## 4. Measurable Objectives

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### 4.1. Setting objectives

The Board, in conjunction with the Remuneration and Nominations Committee, will set measurable objectives for achieving gender diversity in the composition of the



Board, the Company's senior executives and workforce generally in accordance with this policy, and will review the effectiveness and relevance of these objectives on an annual basis.

#### **4.2. Determining achievement**

The objectives set should identify ways and, where applicable, specify benchmarks against which the achievement of diversity is measured, to enable the Board to assess and report annually on the Company's progress toward achieving its diversity goals.

In order to set objectives, the Board and the Remuneration and Nominations Committee will assess its current diversity levels and identify where gaps exist.

#### **4.3. Annual disclosure to shareholders**

The Board will include in the Company's annual report each year:

- measurable objectives (if any) set by the Board;
- progress against achieving the objectives; and
- the proportions of male and female employees in the whole organisation, at senior management and at Board level.

## **5. Application of Diversity and Inclusion Policy**

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This policy applies to all of BCAL's directors and employees.

This policy is aspirational, and does not form part of a BCAL employee's terms of employment, appointment or engagement with BCAL. A departure from this policy or a failure to meet any of the measurable objectives set in accordance with this policy may result in reporting obligations for BCAL, but is not intended to create direct legal obligations or consequences between BCAL and its employees.

## **6. Review of Policy**

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This policy will be reviewed at least every two years and may be updated from time to time as and when determined by the Board.

