

2020 - 21 Compliance Program

Submitted by:

Nanosonics Limited (ABN:11095076896)



#Workplace overview

Policies and strategies

1: Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?

| | |
|--|---|
| ...Recruitment | Yes(<i>Select all that apply</i>) |
| ...Yes | Strategy Policy |
| ...Retention | Yes(<i>Select all that apply</i>) |
| ...Yes | Strategy Policy |
| ...Performance management processes | Yes(<i>Select all that apply</i>) |
| ...Yes | Policy |
| ...Promotions | Yes(<i>Select all that apply</i>) |
| ...Yes | Strategy Policy |
| ...Talent identification/identification of high potentials | Yes(<i>Select all that apply</i>) |
| ...Yes | Strategy |
| ...Succession planning | Yes(<i>Select all that apply</i>) |
| ...Yes | Strategy Policy |
| ...Training and development | Yes(<i>Select all that apply</i>) |
| ...Yes | Strategy |
| ...Key performance indicators for managers relating to gender equality | No(<i>Select all that apply</i>) |
| ...No | Other (please specify) |
| ...Other (please specify) | Visible, transparent and measurable Diversity and Inclusion objectives are shared with all employees on the Company intranet. |

2: Do you have formal policy and/or formal strategy in place that support gender equality overall?

Yes(*Select all that apply*)

| | |
|--------|--------------------|
| ...Yes | Strategy Policy |
|--------|--------------------|

3: If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

Nanosonics has a Diversity Policy which is reviewed annually. Diversity & Inclusion is a key component of the Nanosonics ESG policy.

The Chief People & Culture Officer develops and presents Diversity & Inclusion measurable outcomes and actions to improve gender equity, inclusion and flexibility of the workforce on an annual basis. This is reported to the Remuneration & People Committee for approval and a progress report is provided during the year to demonstrate progress against each outcome.

Governing bodies

Nanosonics Limited

| | |
|---|---|
| 1: Does this organisation have a governing body? | Yes(<i>Provide further details on the governing body(ies) and its composition</i>) |
| 1.1: What is the name of your governing body? | The Board of Directors of Nanosonics |
| 1.2: What type of governing body does this organisation have? | Board of directors |
| 1.3: How many members are on the governing body and who holds the predominant Chair position? | |
| ...Chairs | |
| ...Female (F) | 0 |
| ...Male (M) | 1 |
| ...Gender X | 0 |
| ...Members | |
| ...Female (F) | 0 |
| ...Male (M) | 5 |
| ...Gender X | 0 |
| 1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members? | No(<i>Select all that apply</i>) |
| | Other (provide details) |
| | Nomination Committee Charter which establishes a formal and transparent procedure for the Board to select and appoint new directors to the Board. |
| 1.5: Has a target been set to increase the representation of women on this governing body? | No(<i>Select all that apply</i>) |
| | Other (provide details) |
| | NAN have recently increased the proportion of females on the Board to 28%. The FY22 Diversity goal is to maintain this for the year, and look to increase it in the future. |

2: If your organisation would like to provide additional information relating to governing bodies and gender equality in your workplace, do so below.

Diversity Policy is in place. Diversity & Inclusion targets have clear recommendations to ensure gender equity at all levels of the Organisational. Nanosonics has programs and events in place to support gender diversity, such as emerging female leaders programs, International Women's Day, STEM Graduate Programs. Gender Diversity is represented at a Board Level with 2 female members (28% representation).

#Action on gender equality

Gender pay gaps

1: Do you have a formal policy and/or formal strategy on remuneration generally?

Yes(*Select all that apply*)

| | |
|--|--|
| ...Yes | Strategy Policy |
| 1.1: Are specific pay equity objectives included in your formal policy and/or formal strategy? | Yes(<i>Select all that apply</i>) |
| ...Yes | To achieve gender pay equity To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance reviews) |

2: Did your organisation receive JobKeeper payments?

No

3: What was the snapshot date used for your Workplace Profile?

31-Mar-2021

4: If your organisation would like to provide additional information relating to gender pay gaps in your workplace, please do so below.

Nanosonics have gender diversity targets set at the start of each financial year, and are reviewed during the year at the Remuneration and People Committee chaired by the Board. Gender pay gaps is one of the measures that are on the diversity targets of Nanosonics.

Employer action on pay equity

1: Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)?

Yes(*Provide further details on the most recent gender remuneration gap analysis that was undertaken.*)

| | |
|---|--|
| 1.1: When was the most recent gender remuneration gap analysis undertaken? | Within the last 1-2 years |
| 1.2: Did you take any actions as a result of your gender remuneration gap analysis? | Yes(<i>Select all that apply</i>) |
| 1.2: Did you take any actions as a result of your gender remuneration gap analysis? | Identified cause/s of the gaps Analysed commencement salaries by gender to ensure there are no pay gaps |
| .. Yes | |

1.3: You may provide details below on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like and/or organisation-wide)

2: If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.

Nanosonics is continually reviewing our remuneration philosophy and continually developing our remuneration policy to ensure that all individuals are remunerated equally based on merit.

Employee consultation

1: Have you consulted with employees on issues concerning gender equality in your workplace?

No(*Select all that apply*)

...No

Not aware of the need

...Others (Provide Details)

2: If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below.

During remuneration review at Nanosonics. All roles are reviewed by the same benchmark data which is purchased from a 3rd party consulting company. Remuneration review is based on merit. The gender pay gap analysis conducted in 2020 did not indicate any gap for similar or same roles in the Company.

#Employee work/life balance

Flexible working

1: Do you have a formal policy and/or formal strategy on flexible working arrangements?

Yes(*Select all that apply*)

| ...Yes | Strategy Policy |
|--|--|
| ...A business case for flexibility has been established and endorsed at the leadership level | Yes |
| ...Leaders are visible role models of flexible working | Yes |
| ...Flexible working is promoted throughout the organisation | Yes |
| ...Targets have been set for engagement in flexible work | No(<i>Select all that apply</i>) |
| ...No | Other (provide details) |
| ...Other (provide details) | Not a measure currently measured. |
| ...Targets have been set for men's engagement in flexible work | No(<i>Select all that apply</i>) |
| ...No | Other (provide details) |
| ...Other (provide details) | Not a measure currently measured. |
| ...Leaders are held accountable for improving workplace flexibility | No(<i>Select all that apply</i>) |
| ...No | Not aware of the need |
| ...Manager training on flexible working is provided throughout the organisation | No(<i>Select all that apply</i>) |
| ...No | Other (provide details) |
| ...Other (provide details) | Training provided on working from home ergonomics. |
| ...Employee training is provided throughout the organisation | No(<i>Select all that apply</i>) |
| ...No | Other (provide details) |
| ...Other (provide details) | Training provided on working from home ergonomics. |
| ...Team-based training is provided throughout the organisation | No(<i>Select all that apply</i>) |
| ...No | Other (provide details) |
| ...Other (provide details) | Training provided on working from home ergonomics. |

| | |
|---|-----|
| ...Employees are surveyed on whether they have sufficient flexibility | Yes |
| ...The organisation's approach to flexibility is integrated into client conversations | Yes |
| ...The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement) | Yes |
| ...Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel | Yes |
| ...Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body | Yes |

2: Do you offer any of the following flexible working options to MANAGERS in your workplace?

| | |
|---|---|
| ...Flexible hours of work | Yes(<i>Select one option only</i>) |
| ...Yes | SAME options for women and men(<i>Select all that apply</i>) |
| ...SAME options for women and men | Informal options are available Formal options are available |
| ...Compressed working weeks | No(<i>You may specify why the above option is not available to your employees.</i>) |
| ...No | Other (provide details) |
| ...Other (provide details) | Provided and considered for each individual request. |
| ...Time-in-lieu | Yes(<i>Select one option only</i>) |
| ...Yes | SAME options for women and men(<i>Select all that apply</i>) |
| ...SAME options for women and men | Informal options are available |
| ...Telecommuting (e.g. working from home) | Yes(<i>Select one option only</i>) |
| ...Yes | SAME options for women and men(<i>Select all that apply</i>) |
| ...SAME options for women and men | Informal options are available Formal options are available |
| ...Part-time work | Yes(<i>Select one option only</i>) |
| ...Yes | SAME options for women and men(<i>Select all that apply</i>) |
| ...SAME options for women and men | Formal options are available |
| ...Job sharing | No(<i>You may specify why the above option is not available to your employees.</i>) |
| ...No | Other (provide details) |
| ...Other (provide details) | Provided and considered for each individual request. |
| ...Carer's leave | Yes(<i>Select one option only</i>) |
| | |

| | |
|-----------------------------------|---|
| ...Yes | SAME options for women and men(<i>Select all that apply</i>) |
| ...SAME options for women and men | Formal options are available |
| ...Purchased leave | No(<i>You may specify why the above option is not available to your employees.</i>) |
| ...No | Other (provide details) |
| ...Other (provide details) | Provided and considered for each individual request. |
| ...Unpaid leave | Yes(<i>Select one option only</i>) |
| ...Yes | SAME options for women and men(<i>Select all that apply</i>) |
| ...SAME options for women and men | Informal options are available |

3: Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?

Yes

4: Were managers in your organisation allowed to make INFORMAL flexible working arrangements with their team members in response to the COVID-19 pandemic?

Yes, ALL managers

5: Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce compared to pre-COVID-19?

Yes, for both women and men

6: If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.

Some roles in Nanosonics are unable to be provided with remote working as a component of flexible working arrangements due to the nature of the role (ie production/ laboratory roles). Other flexible arrangements were considered, such as change to start and finish times.

#Employee support

Paid parental leave

1: Do you provide employer funded paid parental leave regardless of carer's status (i.e. primary/secondary) in addition to any government funded parental leave scheme?

Yes, we offer employer funded parental leave (using the primary/secondary carer definition)

| | |
|--|--|
| 1.1: Do you provide employer funded paid parental leave for primary carers in addition to any government funded parental leave scheme? | Yes(<i>Please indicate how employer funded paid parental leave is provided to the primary carers.</i>) |
| 1.1.a: Please indicate whether your employer-funded paid parental leave for primary carers is available to: | All, regardless of gender |
| 1.1.b: Please indicate whether your employer-funded paid parental leave for primary carers covers: | Birth Adoption |
| 1.1.c: How do you pay employer funded paid parental leave to primary carers? | Paying the employee's full salary |
| 1.1.d: Do you pay superannuation contribution to your primary carers while they are on parental leave? | Yes, on employer funded parental leave |
| 1.1.e: How many weeks (minimum) of employer funded paid parental leave for primary carers is provided? | 6 |
| 1.1.f: What proportion of your total workforce has access to employer funded paid parental leave for primary carers, including casuals? | 31-40% |
| 1.2: Do you provide employer funded paid parental leave for secondary carers in addition to any government funded parental leave scheme? | Yes(<i>Please indicate how employer funded paid parental leave is provided to the secondary carers.</i>) |
| 1.2.a: Please indicate whether your employer-funded paid parental leave for secondary carers is available to: | All, regardless of gender |
| 1.2.b: Please indicate whether your employer-funded paid parental leave for secondary carers covers: | Birth Adoption |
| 1.2.c: How do you pay employer funded paid parental leave to secondary carers? | Paying the employee's full salary |
| | |

| | |
|---|--|
| 1.2.d: Do you pay superannuation contribution to your secondary carers while they are on parental leave? | Yes, on employer funded parental leave |
| 1.2.e: How many weeks (minimum) of employer funded paid parental leave for secondary carers is provided? | 2 |
| 1.2.f: What proportion of your total workforce has access to employer funded paid parental leave for secondary carers, including casuals? | 50-60% |

2: If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.

Nanosonics is continually exploring opportunities for improvement at our paid parental leave offering, for both primary and secondary care givers. This offering is benchmarked periodically to ensure we are offering in line with best practice.

Support for carers

1: Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?

Yes (*Select all that apply*)

| ...Yes | Strategy |
|--------|----------|
|--------|----------|

2: Do you offer any of the following support mechanisms for employees with family or caring responsibilities?

| | |
|--|---|
| ...Employer subsidised childcare | No (<i>You may specify why the above support mechanism is not available to your employees.</i>) |
| ...No | Other (provide details) |
| ...Other (provide details) | Partnership with local childcare providers offered as a benefit, which includes discounts. |
| ...On-site childcare | No (<i>You may specify why the above support mechanism is not available to your employees.</i>) |
| ...No | Other (provide details) |
| ...Other (provide details) | Partnership with local childcare providers offered as a benefit, which includes discounts. |
| ...Breastfeeding facilities | Yes (<i>Please indicate the availability of this support mechanism.</i>) |
| ...Yes | Available at SOME worksites |
| ...Childcare referral services | No (<i>You may specify why the above support mechanism is not available to your employees.</i>) |
| ...No | Other (provide details) |
| ...Other (provide details) | Partnership with local childcare providers offered as a benefit, which includes discounts. |
| ...Internal support networks for parents | No (<i>You may specify why the above support mechanism is not available to your employees.</i>) |

| | |
|---|--|
| ...No | Other (provide details) |
| ...Other (provide details) | Included as part of EAP offering. |
| ...Return to work bonus (only select if this bonus is not the balance of paid parental leave) | No(<i>You may specify why the above support mechanism is not available to your employees.</i>) |
| ...No | Other (provide details) |
| ...Other (provide details) | Return to work is under review as part of paid parental leave offering. |
| ...Information packs for new parents and/or those with elder care responsibilities | No(<i>You may specify why the above support mechanism is not available to your employees.</i>) |
| ...No | Not aware of the need |
| ...Referral services to support employees with family and/or caring responsibilities | No(<i>You may specify why the above support mechanism is not available to your employees.</i>) |
| ...No | Other (provide details) |
| ...Other (provide details) | Included as part of EAP offering. |
| ...Targeted communication mechanisms (e.g. intranet/forums) | No(<i>You may specify why the above support mechanism is not available to your employees.</i>) |
| ...No | Not aware of the need |
| ...Support in securing school holiday care | No(<i>You may specify why the above support mechanism is not available to your employees.</i>) |
| ...No | Not aware of the need |
| ...Coaching for employees on returning to work from parental leave | No(<i>You may specify why the above support mechanism is not available to your employees.</i>) |
| ...No | Not aware of the need |
| ...Parenting workshops targeting mothers | No(<i>You may specify why the above support mechanism is not available to your employees.</i>) |
| ...No | Not aware of the need |
| ...Parenting workshops targeting fathers | No(<i>You may specify why the above support mechanism is not available to your employees.</i>) |
| ...No | Not aware of the need |
| ...Other (provide details) | No |

3: If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.

Nanosonics is continually reviewing the benefits offering to our working parents within our workforce. A benchmark is conducted periodically to ensure industry best practice is followed.

Sex-based harassment and discrimination

1: Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?

Yes(*Select all that apply*)

| | |
|---|--------|
| ...Yes | Policy |
| 1.1: Do you provide a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy? | Yes |

2: Do you provide training on sex-based harassment and discrimination prevention to the following groups?

| | |
|------------------|---|
| ...All managers | Yes(Please indicate how often is this training provided (select all that apply):) |
| ...Yes | At induction Every one-to-two years |
| ...All employees | Yes(Please indicate how often is this training provided (select all that apply):) |
| ...Yes | At induction Every one-to-two years |

3: If your organisation would like to provide additional information relating to sex-based harassment and discrimination, please do so below.

Unconscious Bias training by the Diversity Council of Australia commenced in 2020 and there has been 2 sessions with all People Managers attending. This education session will continue as part of our offerings to all employees.

Family or domestic violence

1: Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?

| | |
|--------------------------------|--|
| No(Select all that apply) | |
| ...No | Currently under development(Select the estimated completion date.) |
| ...Currently under development | 30-Jun-2022 |

2: Other than a formal policy and/or formal strategy, do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

| | |
|---|---------------------------|
| ...Employee assistance program (including access to psychologist, chaplain or counsellor) | Yes |
| ...Training of key personnel | No(Select all that apply) |
| ...No | Not aware of the need |
| ...Other (provide details) | |
| ...A domestic violence clause is in an enterprise agreement or workplace agreement | Yes |
| ...Workplace safety planning | No(Select all that apply) |
| ...No | Not aware of the need |
| | |

| | |
|--|--|
| ...Access to paid domestic violence leave (contained in an enterprise/workplace agreement) | No(<i>Select all that apply</i>) |
| ...No | Not aware of the need |
| ...Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement) | Yes |
| ...Access to paid domestic violence leave (not contained in an enterprise/workplace agreement) | No(<i>Select all that apply</i>) |
| ...No | Not aware of the need |
| ...Access to unpaid leave | Yes |
| ...Confidentiality of matters disclosed | Yes |
| ...Referral of employees to appropriate domestic violence support services for expert advice | No(<i>Select all that apply</i>) |
| ...No | Other (provide details) |
| ...Other (provide details) | This is included as part of EAP offering. |
| ...Protection from any adverse action or discrimination based on the disclosure of domestic violence | Yes |
| ...Flexible working arrangements | Yes |
| ...Provision of financial support (e.g. advance bonus payment or advanced pay) | No(<i>Select all that apply</i>) |
| ...No | Other (provide details) |
| ...Other (provide details) | This can be considered and offered if requested. |
| ...Offer change of office location | No(<i>Select all that apply</i>) |
| ...No | Other (provide details) |
| ...Other (provide details) | Flexible working options are available. |
| ...Emergency accommodation assistance | No(<i>Select all that apply</i>) |
| ...No | Not aware of the need |
| ...Access to medical services (e.g. doctor or nurse) | No(<i>Select all that apply</i>) |
| ...No | Not aware of the need |
| ...Other (provide details) | No(<i>Select all that apply</i>) |

3: If your organisation would like to provide additional information relating to family and domestic violence affecting your workplace, please do so below.

At Nanosonics support is provided through Employee Assistance Program (confidential counseling), flexible work options and leave as required.