



December 2021

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## **Diversity & Inclusion Policy**

**Nanosonics Limited**

**ABN 11 095 076 896**

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## 1. PURPOSE OF THIS POLICY

Nanosonics is committed to protecting and celebrating diversity and inclusion. Nanosonics believes that placing importance on diversity and inclusion at all levels in the workplace has many corporate benefits. Diversity and inclusion increases the Company's ability to attract, retain and motivate employees from the widest possible pool of available talent, and drives original thinking and innovation. Nanosonics' workplace mirrors the diversity of the broader community and echoes the Company's Values. Nanosonics is committed to inclusion at all levels of the organisation regardless of age, family or marital status, sexual orientation, status, gender, gender identity, disability, ethnicity, religious beliefs, cultural background, socio-economic background and perspective at all levels throughout the organisation.

This document sets out Nanosonics' Diversity & Inclusion Policy and outlines the Board's approach to setting measurable objectives for achieving and maintaining diversity. This Policy is a part of the Company's Corporate Governance Policies and Practices.

## 2. DEFINITIONS

| Term                      | Definition / Description   |
|---------------------------|--|
| ASX                       | Australian Securities Exchange.  |
| Nanosonics or the Company | Nanosonics Limited (ABN 11 095 076 896).   |
| Nanosonics Group          | Nanosonics and its controlled entities.  |
| Nanosonics Staff          | Each director, officer and employee of the Nanosonics Group, as well as contractors and consultants to the Nanosonics Group whose terms of engagement apply this Policy to them. |

## 3. SCOPE OF THIS POLICY

This Policy applies to all Nanosonics Staff located at any Nanosonics operation globally.

## 4. NANOSONICS DIVERSITY POLICY

### Zero Tolerance: Workplace bullying and harassment

Nanosonics has a zero tolerance policy toward workplace bullying and harassment. This is reflected in the Company's internal Workplace Bullying and Harassment Policy and the measures and protocols designed to enforce it. Nanosonics trains Nanosonics Staff to emphasise that discrimination, harassment, vilification and victimisation cannot, and will not be tolerated in order to achieve an inclusive workplace.

### Flexibility in the workplace

Nanosonics recognises that Nanosonics Staff (both female and male) at all levels have domestic responsibilities. The Company encourages an environment where:

- Domestic responsibilities are recognised and where possible accommodated through flexible work practices;
- Parental responsibilities are supported by allowing employees that are on extended parental leave to maintain a connection with the Company, by offering them the option to receive all-staff communications, and to attend work functions and training programs; and
- Access to employment, rewards and training opportunities is based on performance, skill and merit. Nanosonics also endorses equal remuneration for work of equal or comparable value.

## **Recruitment and succession planning**

Nanosonics is committed to improving its recruitment and selection practices at all levels including the Nanosonics Board. These practices allow for the consideration of a diverse range of candidates. The Company's recruitment and selection practices recognise the need to guard against any conscious or unconscious biases that might lead to discrimination.

All departments are committed to developing a broad and diverse pool of skilled and experienced individuals. Nanosonics also recognises the need to support Nanosonics Staff to progress their career within Nanosonics.

## **Measurable objectives for achieving diversity**

Nanosonics aims to provide a fair and equitable workplace. Each year the Board will set measurable objectives for measuring and achieving performance, with a view to encouraging diversity at all levels of the organisation to facilitate a competitive and effective mix of skills and talent. Skilful management of diversity in the workplace involves recognition of the unique contribution that its people can make through their individual backgrounds, different skills, experiences and perspectives.

Nanosonics is committed to setting appropriate and realistic measurable diversity objectives, such as its long-term goal of improving gender representation across all levels of the organisation. Other significant areas include the development of training, progression and recruitment programs and remuneration benchmarks. In each Annual Report, the Board will include:

- A summary of the Company's progress towards achieving the measurable objectives set under this Policy for the relevant year; and
- Details of the measurable objectives set under this Policy for the subsequent financial year, as appropriate.

## **5. REVIEW & PUBLICATION OF THIS POLICY**

This Policy is reviewed periodically to ensure that it is operating effectively and identify whether any changes are required.

This Policy is located in the Corporate Governance section of the Nanosonics website. A summary of this Policy and the Company's achievement of the Policy's objectives will be disclosed in the Annual Report.