

## **DIVERSITY AND INCLUSION POLICY**

### **1) Introduction**

- a) This policy provides a framework to embed and support a diverse workforce and inclusive workplace environment at Promisia Healthcare Limited (Promisia) and group companies.
- b) This policy sets out how Promisia will achieve its policy commitments, assess its progress, and provide accountability for results. This policy complements other Promisia policies such as our Code of Conduct.

### **2) Policy Commitments**

- a) Promisia recognises that a diverse workforce is a strength that enables businesses, including ours, to better understand and serve customers, attract the best talent available, and innovate successfully.
- b) Promisia is committed to an inclusive workplace where each employee is respected and valued for the unique skills, backgrounds and qualities they bring to their work – so that every employee can fully contribute to Promisia’s success.
- c) For Promisia, diversity includes, but is not limited to, characteristics such as cultural background and ethnicity, gender, gender identity, sexual orientation, age, religious beliefs, differences in physical abilities, languages and education.
- d) Promisia’s commitment to diversity and inclusion applies to all aspects of its business, including:
  - i) appointment of directors;
  - ii) appointment, promotion and retention of employees;
  - iii) performance management;
  - iv) remuneration practices;
  - v) flexible workplace practices;
  - vi) leadership development; and
  - vii) people management and succession planning.
- e) Promisia will provide equal employment opportunities so that all people have the same access to join Promisia and contribute to the company free from discrimination or bias. Promisia will ensure that all policies, opportunities and employee benefits are offered equally to people of diverse sexualities, sexes and gender identities.
- f) Promisia recognises that providing transparency with respect to our diversity and inclusion performance contributes towards investors, customers and employees being able to make informed decisions about where they invest, spend and work.

### **3) Application**

- a) This policy applies to all directors (including members of Board committees) and all employees (including any secondees, contractor or consultants) of the Promisia Group.

#### 4) Measurement and reporting

- a) Promisia will maintain a written diversity policy and make this publicly available.
- b) Promisia will set measurable objectives each year that contribute towards achieving the commitments in this policy.
- c) Promisia will report in its annual report to shareholders each year on performance towards the measurable objectives.

#### 5) Roles and responsibilities

- a) Promisia's Board approves measurable objectives for achieving diversity and inclusion each year.
- b) The Board recommends measurable objectives for achieving diversity and inclusion to the Chief Executive; monitors the company's progress towards achieving the measurable objectives; and ensures appropriate disclosures are made in Promisia's annual reports.
- c) The Chief Executive Officer is responsible for
  - i) developing and implementing the strategies for achieving Promisia's objectives with respect to this policy;
  - ii) providing leadership for diversity and inclusion at Promisia;
  - iii) reporting to the Board; and
  - iv) maintaining best practice in Promisia's approach.
- d) All Promisia employees, including people managers and directors, are responsible for contributing positively toward an inclusive workplace in accordance with this policy; the Code of Conduct; and company policies relating to bullying, harassment and discrimination.
- e) Promisia will encourage employee participation and will provide mechanisms for employees to provide feedback about employees' experience and contribute to company progress.

<b>Document control</b>
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