



truscreen
a world without
cervical cancer

WORKPLACE DIVERSITY POLICY

Introduction

TruScreen Group Limited (TRU) (**Company** and, together with its controlled entities, the **Group**) Workplace Diversity Policy provides positive initiatives to improve employment procedures and conditions for all employees and commits to being an employer of choice.

Commitment

The Group is committed to achieving workforce diversity in all its forms, including as to gender, age, geographical location, race and ethnicity, religion and cultural background. We believe that drawing our workforce from a diverse pool of people will give us the best talent and most effectively support the Group in delivering our strategy for our diverse global markets.

Approach

The Company's approach to diversity is underpinned by key principles, including:

- The Group's commitment to diversity at all levels forms part of its merit-based organisational culture dedicated to the recruitment and retention of the best available talent at all levels, up to and including the board of directors of the Company (Board).
- actions that support our diversity aspirations should be consistent with our established approach to talent, performance and reward;
- implementation of structured programs to ensure the development of necessary skills and experience for leadership roles;
- measurable objectives in support of diversity will be transparent and achievable over a period of time fit for that purpose;

Practices

The Company aims to achieve fair and equitable practices in all areas of employment including: recruitment, selection and promotion practices which are transparent, competitive and based on merit;

- provide induction, education and training to staff who are from diverse backgrounds to enhance the retention of new employees and promotion of existing employees to senior management positions;
- grievance handling procedures that are accessible and deal with workplace complaints promptly, fairly and confidentially;
- communication processes that give employees access to information and allow their view to be heard;
- management decisions that are fair and responsible;
- recognition and respect for the social and cultural backgrounds of all employees and members of the community;
- workplaces that are free from all forms of discrimination and harassment.

Reporting

The Board will include in the Company's annual report each year the proportions of male and female employees in the whole organisation, at senior management and at Board level.