

Diversity Policy

Terragen Biotech Pty Ltd (Terragen) is committed to promoting diversity within the Company and recognises the value of diversity in achieving its corporate objectives and maximising value to shareholders.

To this end, Terragen aims to promote and implement diversity strategies:

- a) in its employment practices, to provide diversity in employees' experiences, perspectives, professional skills, gender, age, sexual orientation, ethnicity and cultural background; and
- b) across all components of Terragen's business practices, including through its education programs, selection programs for consultants, mentoring programs and community and corporate social responsibility initiatives.

Terragen considers that diversity within the Company will improve the quality of decision making, productivity and teamwork amongst its employees. This policy applies to Terragen's board of directors (Board), senior management, employees and contractors.

Valuing and managing diversity means that Terragen will:

- a) facilitate equal employment opportunities based on relative ability, performance or potential,
- b) create an inclusive workplace culture,
- c) build a safe work environment by taking action against inappropriate workplace and business behaviour including discrimination, harassment, bullying, victimisation and vilification, and
- d) develop flexible work practices to meet the diverse needs of its employees.

1.0 Diversity framework

Terragen aspires to achieve the objectives set out in this policy and aims to embed a strong diversity framework within its systems and culture so that its ability to benefit from the value of diversity is maximised as it continues to grow and expand.

1.1 Board responsibilities

The Board is responsible for designing and overseeing the implementation of this Diversity Policy.

The directors will be responsible for promoting diversity within Terragen's culture and monitoring the effectiveness of Terragen's Diversity Policy. Terragen recognises that it needs to provide Management with appropriate guidance in order to foster a value for diversity within its Management culture. To achieve this, Terragen is committed to providing its Management with the appropriate training and resources to understand the benefits of diversity in recruitment strategies and day-to-day Management strategies. The Board will also be required to develop initiatives that will promote and achieve diversity goals.

The Board is responsible for reviewing the Diversity Policy and will assess the status of diversity within Terragen and the effectiveness of this policy in achieving the measurable objectives which have been set to achieve diversity.

1.2 Employees

All employees are required to act in a manner that supports diversity within the workplace and promotes the objectives set out in the Diversity Policy. Employees are encouraged to provide feedback to Management regarding programs or initiatives which will improve this diversity policy.

1.3 Gender diversity

Terragen recognises that gender diversity amongst its Board and employees:

- a) broadens the pool of high-quality directors and employees,
- b) is likely to support employee retention,
- c) is likely to encourage greater innovation by drawing on different perspectives,
- d) is a socially and economically responsible governance practice, and
- e) will improve Terragen's corporate reputation.

The Board will adopt measurable objectives to assist Terragen to achieve gender diversity and review Terragen's progress in meeting these objectives and the effectiveness of these objectives each year. The Remuneration and Nomination Committee may recommend such measurable objectives to the Board in light of Terragen's general selection policy for directors, officers and employees.

The Remuneration and Nomination Committee will report to the Board on the effectiveness of Terragen's diversity objectives each year. This report will include a review of the relative proportions of men and women at all levels in the organisation.



Jim Cooper
Managing Director and CEO

23 March 2023

Document History and Tracking

Document History

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02	Document	Formatted to current document system requirements with inclusion of unique number and version. Deleted Non inclusive or discriminative behaviour as covered by Grievance & Harassment Policy Terr/Cor/Pol/002	L. Lloyd	J. Cooper	06 Apr 2021
03	Header/Footer Document Section 1.3	Updated Company Logo Updated version number as changes made to content. Formatting changes to document Corrected Name of Remuneration and Nomination Committee	L. Lloyd	J. Cooper	23 Feb 2022
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