

# R H I N O M E D

Adopted by Board Resolution on: 15 October 2020  
Last reviewed: 13 October 2020

## **DIVERSITY POLICY**

### **INTRODUCTION**

This Policy sets out the Company's beliefs with respect to diversity within the Company and outlines the processes through which the Company will actively promote diversity across its operations.

### **Diversity**

Diversity involves recognising and valuing the unique contribution people can make because of their individual background and different skills, experiences and perspectives. Diversity may result from a range of factors including, but not limited to, an individual's race, ethnicity, gender, age, physical abilities, educational background, socioeconomic status, and religious, political or other beliefs or other personal

### **Diversity Commitment**

The Company is committed to promoting diversity among its employees, senior management and Board members. The Company aims to recruit staff at all levels from as diverse a pool of qualified candidates as reasonably possible based on their skills, qualifications and experience.

The Board will:

1. Aim to ensure that appropriate procedures and measures are introduced to ensure that the Company's diversity commitments are implemented appropriately; and
2. Seek to ensure that the Company's diversity profile is a factor that is taken into account in the selection and appointment of qualified employees, senior management and Board candidates.

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## **Strategies to Increase Diversity**

Strategies to help achieve the Company's diversity objectives include, but are not limited to:

1. Facilitating a corporate culture that embraces diversity.
2. Recruiting from a diverse pool of candidates for all positions, including Board and senior management appointments.

## **Reporting Compliance with Measurable Objectives**

In its annual report, the Company will disclose:

1. The measurable objectives for achieving gender diversity set by the Board in accordance with the diversity policy; and
2. The progress towards achieving them.

As part of this disclosure the Company will disclose in its annual report, the proportion of:

1. Women employees in the whole organisation;
2. Women in senior executive positions; and
3. Women on the Board.