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| Policy Name: | ANATARA DIVERSITY POLICY |
| Policy Number: | <u>ANR-022</u> |
| Date last Reviewed: | October 2020 |
| Approved by: | Anatara Board of Directors |
| Date of Approval: | August 2014 |
| Date of Next Review: | October 2021 |
| Related Policies: | |
| Contact Officer: | Chief Executive Officer |
| Associated Appendices / Procedures: | |

Revision history

| Version | Date | Revision |
|----------------|---------------|---|
| 01 | August 2014 | Original |
| 02 | February 2019 | replaced entire policy with new policy as per board directive |
| 03 | October 2020 | updated statistics |

Policy Objective

The purpose of this Policy is to set out the Company's policy in relation to diversity, in accordance with the ASX Corporate Governance Council Corporate Governance Principles and Recommendations. Diversity includes, but is not limited to, an individual's race, ethnicity, gender, sexual orientation, age, physical abilities, educational background, socioeconomic status, and religious, political or other beliefs.

Diversity Commitment

The Anatara Lifesciences Ltd. Board is committed to promoting diversity among employees, throughout the company.

Anatara aims to ensure the company attracts and retains employees with both an appropriate and diverse mix of skills, expertise and experience.

Strategies

Strategies to help achieve the Company's diversity objectives include:

- Facilitating a corporate culture that embraces diversity and recognises employees at all level have responsibilities outside of the workplace;
- Ensuring that meaningful and varied development opportunities are available to all employees to enhance both employee retention and potential for promotion;
- Promoting on the basis of merit; and
- Recruiting from a diverse pool of candidates for all positions, including Board and senior executive appointments.

Annual Disclosure to Shareholders in Corporate Governance Statement

Diversity

Anatara has implemented a Diversity Policy. While the key focus of the Diversity Policy and the ASX Corporate Governance Council's recommendations is on promoting the role of women within organisations, the Company recognises that other forms of diversity are also important and seeks to promote and facilitate a range of diversity initiatives throughout the Company beyond gender diversity including setting measurable objectives as necessary.

The Board will ensure that appropriate procedures and measures are introduced, and responsibilities delegated to the Remunerations and Nominations Committee to ensure that the Company's diversity commitments are implemented appropriately.

With an extremely limited pool of appropriate candidates for many roles throughout the organisation, the Company considers that it would be detrimental to shareholder interest to recruit on any basis other than merit, as such, no measurable objective has been established at this time.

Recommendation 3.4 of the Principles of ASX Listing Rules (Guidance Note 9) requires ASX listed entities to disclose in the Annual Report the proportion of women in the whole organisation, in senior executive position and on the Board.

| | Total | Board | Executive |
|--------------|--------------|--------------|------------------|
| All Staff | 8 | 4 | 2 |
| Female Staff | 4 | 3 | 0 |
| % of Total | 50% | 75% | 0% |