

NEXT SCIENCE®

NEXT SCIENCE LIMITED

Diversity Policy

1 Introduction

Next Science Limited (**Next Science** or the **Company** and, together with its controlled entities, the **Group**) is committed to workplace diversity and to treating all individuals equally and with respect.

Next Science believes that ensuring diversity in the workplace furthers the Group's ability to attract, retain, motivate and develop the best talent, create an engaged workforce and deliver to all stakeholders. The Company recognises the benefits arising from diversity including providing a broad pool of high quality employees and accessing different perspectives and ideas.

The aim of this policy is to set out the Group's policy on diversity.

This policy applies to anyone who is employed by the Group or works at the Group's premises including employees, contractors, consultants, temporary employees and secondees.

2 Next Science embraces diversity

Next Science's Board of Directors is committed to:

- (a) fostering a work environment that values the contributions of employees with diverse backgrounds, experiences and perspectives; and
- (b) encouraging inclusive workplace practices and behaviours.

The Group is committed to providing equal employment and career development opportunities for all staff to allow all individuals to reach their full potential.

3 Responsibilities

The recruitment, selection and promotion of individuals within the Group is to be based on an assessment of individual performance, capability and potential irrespective of background or differences.

The Remuneration and Nomination Committee is responsible for reviewing and making recommendations to the Board on appropriate measurable objectives and strategies to achieve diversity and reporting to the Board on progress towards achievement of the objectives.

The Company will conduct an annual review of the proportion of women and men who are employed by the Company as a whole, in senior management positions and on the Board and the results will be reported to the Board.

The Group's Executives are responsible for modelling appropriate behaviours to ensure a strong inclusive workplace culture.

All employees are responsible for engaging in inclusive workplace practices.

If an employee believes they have been denied fair treatment and have had their concerns ignored or feel they cannot express their objections, they are invited to seek assistance through the Whistleblower pathway detailed in the Group's Whistleblower Policy.

In accordance with the ASX Corporate Governance Council's 'Corporate Governance Principles and Recommendations', the Company will report each year in its Annual Report, on the diversity objectives set by the Group and progress towards achieving them.

4 Review of this policy

The Remuneration and Nomination Committee will review this policy at least annually to ensure that it remains effective and report its findings and any recommendations for change to the Board.

5 Approved and adopted

This Policy was approved and adopted by the Board on 26 November 2018.