

# NEXT SCIENCE<sup>®</sup>

## NEXT SCIENCE LIMITED

### Diversity and Inclusion Policy

#### 1 Introduction

Next Science Limited (**Next Science** or together with its controlled entities, the **Group**) is committed to creating a workplace where people feel included, respected and valued for their unique contribution to the Group.

Next Science recognises that ensuring inclusion and 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.

Next Science's commitment to inclusion and diversity is embedded in Next Science's Statement of Values.

The Managing Director is accountable to the Board for ensuring this policy is implemented effectively.

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 Responsibilities

To meet Next Science's inclusion and diversity objectives:

- (i) the recruitment, selection, career development 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;
- (ii) the People, Culture and Remuneration Committee will review and make recommendations to the Board on appropriate measurable objectives and strategies to achieve diversity and report to the Board on progress towards achievement of the objectives;
- (iii) Next Science will conduct an annual review of the proportion of women and men who are employed by the Group as a whole, in senior management positions and on the Board and the results will be reported to the Board;
- (iv) the Group's Executives will model appropriate behaviours to ensure a strong inclusive workplace culture and will ensure all employees receive training in, and adhere to, inclusive workplace practices;
- (v) Next Science will establish clear and reporting processes to ensure that discrimination, bullying, harassment and other conduct which is in breach of this Policy is brought to the attention of the Board, giving due regard to confidentiality; and

- (vi) in accordance with the ASX Corporate Governance Council's 'Corporate Governance Principles and Recommendations', Next Science will report each year on the diversity objectives set by the Group and its performance against those objectives.

If an employee believes that a breach of this Policy has occurred, they are invited to raise the matter with their manager or seek assistance through the Whistleblower pathway detailed in the Group's Whistleblower Policy.

### **3 Review of this policy**

The People, Culture and Remuneration 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.

### **4 Approved and adopted**

This Policy was revised by the Board on 20 November 2020.

#### **Version control and history:**

<b>Document owner</b>	Company Secretary
<b>Approved by</b>	Board
<b>Version 1</b>	26 November 2018
<b>Version 2 (Current)</b>	20 November 2020