

# **Diversity Policy**

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# dorsaVi Limited

ACN 129 742 409

## Diversity Policy

### 1. Introduction

This policy supports the commitment of dorsaVi Limited and its controlled entities (**dorsaVi Group**) to an inclusive workplace that embraces and values diversity.

### 2. Benefits of diversity

- 2.1 Diversity encompasses differences in many areas – gender, age, ethnicity, physical & mental ability, socio-economic status, sexual orientation and more.
- 2.2 The dorsaVi Group recognises that a talented and diverse workforce can be a key competitive advantage for the company. The Group is committed to seeking out and retaining the best talent to develop business growth and performance, as business success is a reflection of the qualities and skills of our people. The dorsaVi Group is committed to promoting diversity in all areas of the company as it recognises that each employee brings unique skills, capabilities, experiences and characteristics which benefit the organisation as a whole.
- 2.3 The dorsaVi Group believes that embracing diversity in its workforce contributes to the achievement of its corporate objectives and enhances its reputation. It enables the dorsaVi Group to:
  - (a) recruit the right people from a diverse pool of talented candidates;
  - (b) make more informed and innovative decisions, drawing on the wide range of ideas, experiences, approaches and perspectives that employees from diverse backgrounds, with differing skill sets, bring to their roles; and
  - (c) better represent the diversity of its stakeholders and markets.

### 3. Commitment to diversity

- 3.1 The dorsaVi Group is committed to achieving the goals of:
  - (a) providing access to equal opportunities at work based on merit; and
  - (b) fostering a corporate culture that embraces and values diversity.

### 4. Board composition and employee selection

The Board has established a Nomination and Remuneration Committee which will monitor the gender diversity of staff and Directors.

### 5. Recruitment of employees and senior management

The dorsaVi Group is committed to ensuring equal employment opportunity for all of its employees and senior management, based on merit, ability, performance and potential, in a way that contributes to the achievement of its corporate objectives, including diversity.

## **6. Objectives for achieving gender diversity**

6.1 The Board, after taking into account its size, stage of development, the business operating environment and the industry in which it operates, has:

- (a) established appropriate and measurable objectives for achieving gender diversity; and
- (b) annually review, develop and assess both the measurable objectives for achieving gender diversity and the Group's progress in achieving them.

## **7. Roles and responsibilities**

Every employee within the dorsaVi Group is responsible for supporting and maintaining the Group's corporate culture, including its commitment to diversity in the workplace.

## **8. Interaction with other legislation**

This policy applies to the extent that it does not conflict with equal employment opportunity and anti-discrimination legislation in jurisdictions in which the dorsaVi Group operates.

## **9. Approved and adopted**

This policy was approved and adopted by the Board on 30 October 2013.