

Diversity Policy

The Board recognizes that a diverse and inclusive workforce is not only good for our employees but also good for our business. It helps the Group attract and retain talented people, create more innovative solutions, and be more flexible and responsive to our customers' and shareholders' needs. Across the Group, there is increasing momentum on diversity with a particular focus on gender and age, as well as greater work and career flexibility.

1 Diversity

Diversity within the Group refers to all the characteristics that make individuals different from each other. It includes characteristics or factors such as religion, race, ethnicity, language, gender, sexual orientation, disability, age or any other area of potential difference. Diversity is about the commitment to equality and treating all individuals with respect.

2 Gender

As the Group grows, the Directors are committed to increase the representation of females at all levels of the organisation including senior management and directors of the Board.

The Nomination and Remuneration Committee of the Board is responsible for assessing on an annual basis the achievement against gender diversity objectives, including the representation of women at all levels of the organisation. This increased focus on diversity at all levels of the business will reinforce the importance of equality in the workplace. This is facilitated by the Group's practice of making decisions based on merit for internal promotion, leadership development and flexible work arrangements.

3 Mature Age

It is important for the Group to attract and retain mature age workers as these individuals have accumulated knowledge, skills, wisdom and experience which will only benefit the Group.

Over the next decade, organisational growth and sustainability will be tested by the retirement of key labour and talent. The loss of certain individuals (45 + years) brings with it the loss of significant experience, leadership bench strength and valuable know-how at times of critical importance. A shrinking labour market, global competition for talent and workforce ageing means that organisations like Cyclopharm will rely on mid-to-late-career workers. To assist in the attraction and retention of mature age workers as well and providing mature age workers with the transition to retirement and ability to adopt various work style options including flexible work conditions.

4 Providing employees with flexible work practices

The Board acknowledges that individuals have varying home life demands and by providing flexible working conditions, we are able to give our people real choices in managing the balance between work and personal life over the course of their career.

Flexible work options can assist people with balancing their personal commitments and interests, whether that is family care, study, travel or transitioning to retirement. There are a number of flexible work options available which include both formal and informal options such as the ability to work part time, job share, working from home, flexible start and finish times and leave of absence.

By being flexible in our work practices, we will not only deliver on our business objectives but it also enables us to retain our best people and attract talent from the broader market.