



## Diversity Policy

<b>Department:</b>	Corporate	<b>COR-POL-18</b>	<b>Ver # 2</b>	<b>Active: 05-Jul-2017</b>	<b>Page 1 of 3</b>
--------------------	-----------	-------------------	----------------	----------------------------	--------------------

### 1. **Purpose**

This policy defines the Company's commitment to promoting diversity within its workplace.

### 2. **Scope**

The scope of this policy applies to all Company employees and directors, and includes contractors and consultants.

### 3. **Responsibilities**

Although the Board retains ultimate accountability for this Policy, the Board has delegated responsibility for Policy implementation to the CEO. In turn, the CEO has delegated to the Company Secretary responsibility for the administration of this Policy (including its reporting to the Board, or its relevant sub-committee as appropriate).

It is the responsibility of all Company employees, directors, contractors and consultants to have read and understood this policy. Management is responsible for providing a working environment that promotes diversity in its various forms.

### 4. **References**

- ASX Corporate Governance Principles and Recommendations ("ASX Principles") recommendations 3.2, 3.3, 3.4 and 3.5
- GTG POL2 EEO, Anti Discrimination, Harassment & Bullying Policy

### 5. **Definitions**

Diversity differences between employees based on in ethnicity/race, gender, age, sexual orientation, religion, physical and mental ability, experience and thinking styles.

### 6. **Policy**

GTG recognises that its talented and diverse workforce provides it with a key competitive advantage. The Company's business success is a reflection of the quality and skill of its people. The Company is committed to seeking out and retaining the best talent to ensure strong business growth and performance.

Diversity benefits both the individual and GTG and its subsidiaries (the "Company") as a whole, as well as its customers. The Company recognises that each employee brings his or her own unique capabilities, experiences and characteristics to their work. Such diversity is highly valued at all levels within the Company.



By supporting long-term business success, the Company believes that diversity increases its ability to provide sustainable value to its shareholders.

Diversity encompasses differences in ethnicity/race, gender, age, sexual orientation, religion, physical and mental ability, experience and thinking styles. Experience reveals that a wide range of perspectives that comes with such diversity promotes innovation and will assist the Company to create a successful growing business.

The Company's intention is to ensure that its employees experience an inclusive workplace in which everyone is fairly treated and no one is disadvantaged for reasons that are irrelevant to their work.

Through the Company's other training and policies, all of its employees are guided on their role in supporting diversity and equality of opportunity within the workplace. The Company expects its Management to take the greatest responsibility for ensuring that they set and role-model policies, practices and standards of behaviour that create a positive and inclusive workplace culture.

#### **6.1 Recruitment, Selection and Promotion**

The Company will ensure that recruitment, selection and promotion processes at all levels, including at the GTG Board level, are designed to support a workplace which values diversity and avoids unfair discrimination.

#### **6.2 Remuneration**

The Company will monitor the application of remuneration principles to ensure that rewards and benefits are set with reference to local market practices, agreements, job weight, experience, capability and performance, and are not impacted by irrelevant factors.

#### **6.3 Learning and Development**

The Company recognises that each employee has individual needs regarding his or her learning and development. The Company will ensure that appropriate learning and development opportunities are provided in a way that maximises fair and equitable access to all employees and that all employees are aware of their responsibilities in relation to equal opportunity and diversity.



#### **6.4 Personal Responsibility**

The Company recognises that, as well as fulfilling their professional role, employees have personal responsibilities, which may vary throughout their careers. The Company will promote a workplace culture within which an employee's personal responsibilities are given appropriate consideration.

#### **6.5 Measurable Objectives**

The GTG Board will establish measurable objectives in relation to gender diversity and, on at least an annual basis, will assess and renew these objectives. Biannually, the GTG Board will measure progress against these objectives.

In the Company's Annual Reports, and in the terms of ASX Principles 3.3 and 3.4, the Company should disclose:

- the measurable objectives for achieving gender diversity set by the Board in the terms of this Policy;
- the progress made by the Company from time to time towards achieving them; and
- the proportions in the Company (relative to their male counterparts) of:
  - female employees;
  - females in senior executive positions; and
  - females on the Board.

The Company Secretary will be responsible for reporting to the GTG Board (or to the Corporate Governance Committee) on this policy and the effectiveness of diversity initiatives.