



Star Combo Pharma Limited

ACN 615 728 375 (Company)

Diversity Policy

Why does Star Combo have a diversity policy?

This policy confirms the commitment of Star Combo Pharma Limited ACN 615 728 375 (the **Company** or **Star Combo**) to achieving **diversity in its workplace**.

What is diversity?

Differences of gender, age, disability, ethnicity, marital or family status, religious or cultural background, sexual orientation, gender identity, background, perspective or life experiences – **anything that distinguishes one person from another**.

Why is diversity important?

Star Combo is committed to promoting equality within its culture and believes this is vital for developing and maintaining a **high performing and positive workplace**. Star Combo strives to reinforce values of respect, equality, teamwork, innovation and accountability. Diversity is a consideration that forms part of Star Combo's long term commercial success and strategy.

Star Combo's commitment to diversity will make it stronger and deliver benefits, including diversity of thought, improved business performance, enhanced service delivery and increased staff attraction, retention, motivation and satisfaction.

How does Star Combo demonstrate its commitment?

Star Combo recognises the **value and importance of diversity at all levels**, and is strongly committed to:

- (a) creating a high performance and inclusive culture that fosters, supports and celebrates diversity;
- (b) recognising and respecting the value of individual differences;
- (c) ensuring that all employees are treated with fairness and respect, and have access to equal opportunities in the workplace;
- (d) eliminating unlawful discrimination and inappropriate workplace behaviour such as bullying, harassment, vilification and victimisation;
- (e) integrating equity and diversity principles into key people processes and practices; and
- (f) implementing strategies, programs and initiatives which promote, enable and harness diversity in the workplace.

How will Star Combo fulfil its commitment to diversity?

Star Combo aims to fulfil its commitment to diversity by:

- (a) adopting measurable objectives for achieving diversity, assessing progress towards achieving those objectives and regularly considering methods for improvement;
- (b) annually reviewing the proportion of women and other minority groups within Star Combo, including in senior management and on the board of directors, and assessing this against industry

standards where possible;

- (c) implementing a range of flexible work arrangements that are made available to employees, including those which will assist both male and female employees to meet domestic and other responsibilities;
- (d) annually reviewing employee remuneration against competence and performance with an emphasis on promoting diversity at all levels of Star Combo;
- (e) assessing and promoting gender pay equity; and
- (f) taking into account when engaging contractors, suppliers and advisers whether they share Star Combo's commitment to diversity.

Who does this policy apply to?

This policy applies to ***all directors, management and staff***. Star Combo's directors, management and staff are expected to carry out their responsibilities in a manner consistent with this policy and to promote diversity and discourage behaviour that is inconsistent with this policy.

Who is responsible for the policy?

The Board of directors is responsible for adopting and monitoring the measurable objectives described in this policy.

Will Star Combo report about its progress in achieving diversity?

Star Combo will report annually on the measurable objectives adopted to achieve diversity and on the progress towards achieving those objectives.

This policy will be available on the Company's website and will be reviewed annually.
