

## **Diversity Policy**

### **Commitment to Diversity**

Tian An Australia Limited (**Company**) is committed to fostering a corporate culture that embraces diversity and where people are encouraged to succeed to the best of their ability. Diversity includes, but is not limited to, gender, age, disability, ethnicity, cultural background or any other characteristic that makes individuals different from each other.

The Company believes that a diverse and inclusive workforce at all levels of the organisation makes good business sense and will ultimately deliver superior results through:

- capturing a broader talent pool of high quality employees and ongoing employee retention; and
- accessing different perspectives with a breadth and depth of experiences, which contribute to overall corporate value.

The Company is committed to actively promoting an environment in which all employees have equal access to opportunities in the workplace.

### **Responsibilities and Reporting**

The Company's Board of Directors is responsible for:

- establishing measurable objectives for diversity across the Company's workforce, including gender diversity; and
- monitoring and assessing the Company's achievement against those diversity objectives, and reporting to the Board on a bi-annual basis.

### **Framework to Support Diversity Initiatives**

#### Recruitment and Selection

The Company is committed to following a high quality recruitment and selection process for all vacancies that exist. The process ensures:

- roles are broadly advertised to maximise the breadth of applicants, including the opportunity for existing employees to apply;
- the selection process is open and free of bias; and
- diversity is considered in short listing candidates.

#### Equal Employment Opportunity

The Company is committed to providing all employees with a work environment free of discrimination, harassment and victimisation.

#### Training and Development

The Company promotes training and development initiatives for all employees, and adopts a consultative approach with employees in formulating individual career development objectives. The Company provides in-house training through mentoring and cross-training, as well as support for external study (including fee support and flexible work hours), coaching and development programs. Career advancement and succession planning also forms a key focal point of annual employee performance reviews.

#### Flexible Work Arrangements

The Company provides staff with the opportunity for flexible working arrangements. Flexible work hours are available to all employees through negotiation with their manager. These arrangements provide support for employees seeking to balance competing demands outside work, and to maximise the talent pool of people who are available to fulfil roles at all levels of the Company's operations.

Pay Equity

As part of the annual remuneration review process, the Company undertakes reviews of pay equity not only across the Company, but also against industry comparisons.

**Review of the Policy**

- A formal review of the policy takes place annually.
- The board is responsible for approving the policy.