

Diversity & Inclusion Policy

1 Introduction

SILK Laser Australia Limited (ACN 645 400 399) (Company) respects and values the diversity of all employees, stakeholders, and customers. The Board has approved this Diversity & Inclusion Policy (Policy) in order to actively facilitate a diverse workforce, along with an inclusive working environment. Maintaining this culture and environment drives the Company's ability to attract, retain, motivate and develop the best talent, create an engaged workforce, deliver the highest quality services to its customers and continue to grow the business.

2 Scope

2.1 This policy applies to all Directors, employees, independent contractors, consultants and other workers engaged by the Company and all related entities of the Company.

3 Diversity and Inclusion

3.1 Diversity is the term used to describe the uniqueness of individuals, and these differences can include gender, ethnicity, disability, age, religion, sexual orientation, cultural or socio-economic background, educational status, diversity of thought, experience, and skills as well as other dimensions including family responsibility and lifestyle.

3.2 An inclusive workplace:

- values and embraces the diversity of its employees, stakeholders and customers;
- ensures fairness and respect to all;
- is free from discrimination, harassment, bullying, victimisation and vilification;
- has equal employment opportunities based on performance, potential, and ability.

4 Measurable Objectives

4.1 The Board and management believe that this policy contributes to achieving corporate objectives and embeds the importance and value of diversity and inclusion companywide. In accordance with the ASX Corporate Governance Council's Principles and Recommendations (4th edition) (Recommendations), the Remuneration and Nomination Committee will recommend objectives in relation to diversity and inclusion and will seek the Board's approval for these objectives. Performance against these objectives will be reviewed annually by the Board, as part of its annual review of the effectiveness of this Policy.

4.2 The Company will disclose in its Corporate Governance Statement each year:

- the measurable objectives set for that reporting period to achieve gender diversity; and
- the Company's progress towards achieving them.

5 Gender Representation

5.1 The company will continue to have a focus on gender at a Board and senior management level. Accordingly, a focus of this Policy will be to continue to have representation of women in senior management and leadership roles (including on the Board) and across the whole workforce.

5.2 The Company aims to achieve greater gender diversity by:

- setting measurable objectives for achieving gender diversity in the composition of the Board, senior executive team and the workforce generally;
- introducing key performance indicators for senior executives so that part of their remuneration is linked to performance against the measurable objectives;
- broadening the field of potential candidates for all appointments, including senior management and board appointments;
- increasing the transparency of the Board appointment process;
- implementing policies which address impediments to gender diversity in the workplace (including parental leave and flexible working arrangements) and reviewing these policies to ensure that they are available and utilised; and
- embedding the extent to which the Board has achieved the objective of this Policy in the evaluation criteria for the annual Board performance evaluation.

5.3 On an annual basis the board will review Recommendation 1.5 of the ASX Corporate Governance Council's Principles and Recommendations (4th edition) requires that the aforementioned information to be disclosed in the Company's Corporate Governance Statement.

5.4 The Company will disclose in its Annual Report:

the respective proportion of men and women on the Board, in senior executive positions and across the whole workforce (including how the Company defines 'senior executive' for these purposes); or

- if applicable, the Company's most recent 'Gender Equality Indicators' as defined by the Workplace Gender Equality Act 2012(Cth).

6 Diversity Practices

6.1 Succession planning and career development

Employees are given opportunities to further grow their career and build capability, through training and development programs, performance management processes and quality career conversations.

The Remuneration and Nomination Committee is responsible for the development and succession planning process for the CEO and the CEO's direct reports. In discharging this responsibility, the Remuneration and Nomination Committee will have regard to diversity criteria.

6.2 Recruitment and selection

Through the company's recruitment and selection process, it ensures to hire the right individuals for the role, based on suitability of skillset, knowledge and experience. As an equal opportunity employer, the recruitment processes promote equality.

6.3 Remuneration

The company ensures equity for all employee's remuneration. The company is underpinned by multiple industrial awards, and in addition has roles at multiple levels, thus resulting in different pay models for each level/role. In addition, remuneration review processes ensure remuneration is based on performance and merit. The company will continue to develop strategies to remove any potential gaps.

6.4 Board appointment process

The Board will develop a Board appointment process, which includes selection criteria and outlines the selection process for Board positions. Selection criteria will include:

- skills, expertise and background that add to and complement the range of skills, expertise and background of the existing directors;
- diversity; and
- the extent to which the candidate would fill a present need on the Board.

In identifying qualified individuals for appointment to the Board, the Remuneration and Nomination Committee will have regard to these selection criteria.

7 Review of Policy

The Remuneration and Nomination Committee is responsible for the review and oversight of this Policy.

Date Revised	Approved By	Date Approved
August 2023	Chairman, SILK Laser Clinics Board	August 2023