



AVESORO DIVERSITY POLICY



Introduction

Avesoro (the “Company”) is committed to conducting its business ethically and in accordance with best practice corporate governance.

The Company is committed to workplace diversity and recognizes the benefits of creating and maintaining diversity throughout the Company that makes use of exposure to different perspectives, including skills, experience, gender and ethnic background.

The Company will promote the benefits of, and the need for, extending opportunities to all internal personnel and outside candidates, without distinction as to gender, race, colour, religion, sexual orientation, family or marital status, political belief, age, nationality or ethnic origin, citizenship, disability, or any other basis and will strive for diversity of experience, perspective and education. The Company supports the diversity of all employees, consultants and contractors, and cultivates an environment of fairness, respect and equal opportunity.

The Diversity Policy is designed to support the Company’s commitment to ensuring a diverse mix of skills and talent exists among directors, officers and employees, to enhance Company performance. The Diversity Policy not only focuses on the best quality individuals for the position, but also encourages representation of women at the Company’s board of directors (the “Board”) level, in senior management and across the whole organization.

The Diversity Policy does not form part of an employee’s contract of employment with the Company, nor gives rights to contractual obligations. However, to the extent that the Diversity Policy requires an employee to do or refrain from doing something and at all times subject to legal obligations, the Diversity Policy forms a direction of the Company with which an employee is expected to comply..

Policy Statement

When valuing and managing diversity the Company will:

- a) attract and retain a skilled and diverse workforce as an employer of choice, leading to continuous improvement in performance and achievement of corporate goals;
- b) promote and maintain a work environment that values and utilises the contributions of employees with diverse backgrounds, experience and perspectives through improved awareness of the benefits of workplace diversity, human resources policies, systems and processes and successful management of diversity;
- c) build and maintain safe work environment by taking action against inappropriate workplace behaviour including discrimination, harassment, bullying, victimisation and vilification;
- d) facilitate equal employment by ensuring that applicants and employees of all backgrounds are encouraged to apply for, and have fair opportunity to be considered for all available roles;
- e) develop flexible working practices to meet the differing needs of employees; and
- f) ensure transparency of Board processes, review and appointments.



Board Responsibilities

The Board and its Nomination and Remuneration Committee will conduct all Board appointment processes in a manner that promotes equal and fair opportunities, including representation of both men and women at the senior level of the Company and on the Board.

The Board and its Nomination and Remuneration Committee is committed to fostering a diverse environment where individual differences are respected, contributions and access to employment opportunities are based on performance, skill and merit, and inappropriate attitudes, behaviors and stereotypes are confronted and eliminated.

The Board will monitor the Company's performance in meeting the standards outlined in the Diversity Policy.

Management Responsibilities

The management of the Company is responsible for implementing the Diversity Policy, achieving diversity initiatives determined by the Board and its Nomination and Remuneration Committee and reporting to the Board and/or its Nomination and Remuneration Committee on the progress toward and achievement of the Company's Diversity Policy initiatives.

The management is responsible for recruiting and fostering a diverse and inclusive culture. The management will promote a work environment that values and utilizes the contributions of employees with a variety of backgrounds, experiences and perspectives through awareness of the benefits of workforce diversity and successful management of diversity.

Review of the Diversity Policy

The Board reserves the right, at its absolute discretion, to review and change the Diversity Policy from time to time as it considers necessary.