

DIVERSITY POLICY

1. Introduction

Advanced Surgical Design & Manufacture Limited is committed to providing an inclusive workplace that embraces and promotes diversity and recognises that employees at all levels of the Company may have domestic responsibilities.

The Company recognises the value of attracting and retaining staff with different backgrounds, perspectives and experiences.

The Company strives to create and maintain a diverse and supportive working environment, where:

- there is tolerance of difference;
- there is the ability to access opportunities within the Company based on merit;
- structures and policies are in place to assist employees to balance their work and family commitments; and
- employee engagement and morale are maintained at the highest possible levels.

Diversity refers to all the characteristics that make individuals different from each other and includes, but is not limited to, gender, age, ethnicity, cultural background, disability and sexual orientation.

2. Measurable Objectives

The Board will establish measurable diversity objectives for the Company.

3. Monitoring and reporting

Assessment of the diversity objectives and the progress made towards achieving them will be undertaken by the Nomination & Remuneration Committee annually, which will report its assessment and any relevant recommendations to the Board.

In its annual report, the Company will disclose:

- (a) the measurable diversity objectives adopted by the Company in accordance with this policy; and
- (b) progress towards achieving them.

As part of this disclosure, the Company will disclose in its annual report the proportion of:

- (a) women employees in the whole organisation;
- (b) women in senior executive positions; and
- (a) women on the Board.

4. Policy Review

The Nomination & Remuneration Committee will conduct an annual review of the effectiveness of this policy and make recommendations to the Board regarding any required changes to it.