

DIVERSITY POLICY

1 PURPOSE

Sienna Cancer Diagnostics Limited (“Sienna” or “Company”) believes a diverse workforce promotes improved company performance as it:

- provides broader perspectives at board, management and operational levels of the organisation;
- fosters an atmosphere of inclusion that contributes to a positive workplace environment;
- attracts potential new employees from a broader pool; and
- ensures that the organisational structure reflects the wider demographics of the community in which the organisation operates.

2 RESPONSIBILITY AND COMMITMENT

The board and management are committed to promoting diversity at Sienna. Diversity includes gender, ethnicity, age, sexual orientation, family status, religious beliefs, disabilities, and gender identity. Management fosters an environment of inclusion, where differences are respected, and inappropriate attitudes and behaviours are not tolerated. Sienna’s Code of Ethics and Conduct specifically addresses harassment, bullying and discrimination as unacceptable behaviours.

In recognition of employees’ domestic responsibilities, Sienna is committed to flexible work practises.

When recruiting for a position within the Company, including the board, Sienna seeks to employ the best candidate available and does not discriminate on any basis.

3 MEASURABLE OBJECTIVES

The Company recognises the value of gender balance and the different perspectives and skills men and women bring to the workplace. At the date of formalising this policy, the board has not set measurable objectives for gender diversity, due to the size of the company and number of employees. Currently, Sienna has a four-member board and 10 employees, of which one non-executive director and four employees are female. The two senior executive roles within the company are held by males - Chief Executive Officer (CEO) and Chief Financial Officer (CFO). From October 2004 to March 2015 a female occupied the role of CEO and Managing Director.

4 REVIEWS

This policy will be reviewed periodically to ensure that it remains consistent with the board and management’s commitment to diversity and to consider whether the implementation of measurable gender diversity objectives is appropriate.