

Diversity and Inclusion Policy

1. Purpose

This document sets out the diversity and inclusion policy of MedAdvisor Limited and its subsidiaries (**MedAdvisor**) and the processes whereby MedAdvisor will address, at a minimum, the objectives set out in Principle 1.5 of the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations 4th Edition.

The purpose of this policy is to enable the Board to:

- set measurable objectives for achieving gender diversity in the composition of its board, senior executives, and workforce generally; and
- report the progress towards achieving these measurable objectives.

This policy applies to all employees and Directors of MedAdvisor Limited and its subsidiaries.

Although for the purpose of ASX recommendations, this policy will refer principally to gender diversity, this approach however, in no means limits MedAdvisor's recognition and respect for the value of diversity in all respects and at all levels of the organisation. Through existing policies and practices, MedAdvisor supports wider diversity initiatives that promote flexible working practices, and the inclusion of LGBTIQ persons. MedAdvisor seeks to continually improve its practices to encourage and support other forms of diversity.

2. Implementation

MedAdvisor is committed to setting measurable objectives for attracting and engaging women at the Board level, in senior management and across the whole organisation.

Please also refer to MedAdvisor's Director Selection Procedure for specific procedures in relation to directors.

To ensure the optimal implementation of this policy and that diversity and inclusion is forefront, the following procedures will be followed:

- equal employment opportunities provided based on skills and ability to complete the role, and potential for the best business performance outcomes;
- transparent selection processes and reviews;
- thorough remuneration reviews and gender-pay data reviews, ensuring that pay is based on skills and benchmarked against industry standards;
- engaging employment consultants, if appropriate, to identify and assess the best candidates available for positions;
- attracting and retaining a skilled and diverse workforce through the promotion of diversity in recruitment and selection practices from graduates to senior executives, and to the Board;
- creating and fostering an inclusive workplace, where all employees can thrive, grow and be their authentic self;
- implementing and embedding diversity and inclusion into learning and development initiatives, training opportunities, and succession planning;
- formal implementation and monitoring of diversity targets; and

- linking achievement of measurable objectives to Board Key Performance Indicators, where appropriate.

3. Diversity objectives

MedAdvisor's objectives are to acknowledge and respect the value of diversity and inclusion at all levels of the organisation. A diverse workplace includes the skills and perspectives that people bring to the organisation through, but not limited to, work and life experience, gender expression and identification, age, cultural and ethnic backgrounds, religious beliefs, and socio-economic background. Ideally this diversity should reflect the societies and regions in which MedAdvisor operates.

A diverse workforce is integral to upholding our values of Can Do, Collaboration, Courage, and Innovation. As such MedAdvisor's Diversity and Inclusion Policy aims to:

- ensure that MedAdvisor is truly inclusive and encourages the development and participation of every individual;
- create a workplace that values the authenticity of our employees, supports their wellbeing, and inspires innovation and creativity;
- support the creation of a diverse workforce through strong recruitment and selection, and training and development practices, that allows MedAdvisor to attract and retain the best talent;
- facilitate and support equal employment opportunities based on skills and ability, performance, and potential; and
- focusing on customer experience by employing staff with diverse views and experiences to reflect the diversity of our customers and communities, and effectively respond to customer needs.

MedAdvisor recognises that the software engineering industry is intrinsically male dominated in many of the operational sectors and the pool of women and other diverse candidates with appropriate skills will be limited in some instances. Where possible, MedAdvisor will seek to identify suitable candidates for positions from a diverse pool. The People, Remuneration and Nominations Committee will review and monitor and report on the progress of these objectives at least annually.

4. Roles and responsibilities

MedAdvisor recognises that everyone has an important role in promoting diversity and inclusion in the workplace.

All employees are responsible for:

- treating all people with dignity and respect; and
- contributing to an inclusive workforce that values and encourages diversity and differences.

In addition to above, all Leaders and Executives are responsible for:

- promoting diversity inclusion in hiring, retention, and succession strategies; and
- endorsing and implementing measurable objectives for diversity and inclusion, including regular review of progress against objectives and targets.

The responsibilities of the Board include:

- reviewing and monitoring the effectiveness of MedAdvisor's policies and strategies towards diversity, and inclusion; and
- annually reviewing and measuring the performance of MedAdvisor against identified diversity and inclusion targets and objectives.

5. Diversity reporting

MedAdvisor Limited's annual Corporate Governance Statement in the Annual Report will include a summary of objectives, progress towards these diversity objectives and the portion of women engaged in the organisation.

6. Supporting policies and practices

Additional MedAdvisor policies that support or are related to this Policy include:

- Code of Conduct;
- Equal Employment Opportunities;
- Flexible Working Arrangements and Working from Home;
- Leave policies;
- Remuneration policies; and
- Learning and Development opportunities.

7. Review

The objectives and effectiveness of this policy will be reviewed by the Board annually as part of the annual Corporate Governance Statement approval process.

This policy will be formally reviewed by the Board no less than every 2 years.