

Factor Therapeutics Limited

Diversity Policy

Adopted by the Board on 28 June 2016

1. Introduction

1.1 Purpose

Factor is committed to supporting and ensuring a diverse work environment where it involves recognising the value of individual differences and managing them in the workplace. Diversity in this context covers gender, age, ethnicity, cultural background, sexual orientation and religious belief.

Workplace flexibility involves developing people management strategies that accommodate differences in the background, perspective and family responsibilities of employees.

This Policy sets out Factor's objectives for achieving workplace diversity and flexibility, how it will achieve those objectives and how it will measure those achievements.

1.2 Who this policy applies to

This policy applies to all employees, officers, directors, contractors, and consultants of Factor. It is an expectation that all employees are familiar with this policy, which is available on Factor's website.

2. How We Promote Diversity

2.1 Steps we are taking and measurable objectives / Implementation

Factor is committed to an inclusive workplace that embraces and promotes diversity as part of our corporate culture. This involves providing supportive and inclusive diversity-related workplace policies, programs and practices within the Company.

2.2 The Board

The Board is responsible for establishing transparent, measurable objectives for achieving board diversity and articulation of the corporate benefits arising from employee and board diversity.

The Board will also consider and review:

- a. the recommendations made by People and Remuneration Committee in relation to the objectives for achieving gender diversity within the Company, and the initiatives to support those objectives; and
- b. the effectiveness of this diversity policy, including in relation to Board diversity; and
- c. the annual reports it receives assessing effectiveness of Factor's gender diversity objectives.

2.3 People and Remuneration Committee

The People and Remuneration Committee is responsible for:

- a. assessing the effectiveness of gender diversity objectives, and monitoring achievement of diversity targets across the Company, on an annual basis;
- b. making recommendations to the Board in relation to the objectives for achieving gender diversity, and the initiatives to support those objectives; and

- c. monitoring any gender pay equity gap within the Company and recommending relevant actions in this regard.

2.4 Nomination Committee

The Nomination Committee is responsible for including gender diversity objectives in recruitment and succession planning processes, across, and at various level of, the Company, and ensuring that there is no unconscious bias in the process.

2.5 Annual disclosures to shareholders

Factor will provide information in its annual report on the following:

- the proportion of women employees in Factor;
- the number of women in senior executives position;
- the number of women on the Board; and
- other diversity measures as agreed to by the Board.

3. Review and Publication of this Policy

The Board will review this policy at least annually to ensure its effectiveness. This policy may be amended by resolution of the Board.

This policy will be made available to all directors and employees via Factor's website. It is the responsibility of each such person to comply with this policy.