



Diversity and Inclusion Policy

Telix Pharmaceuticals Limited
ACN 616 620 369

Initial effective date 31 August 2017

Reviewed and re-adopted by the Board on 18 May 2022

1 Purpose

The workforce of Telix Pharmaceuticals Limited (the **Company**) and its subsidiaries (collectively, the **Group**) is made up of many individuals with unique skills, values, backgrounds and experiences. The Company values diversity and inclusion and recognises the organisational capability and business performance that it brings.

Diversity refers to characteristics that make individuals different from each other. It encompasses differences in backgrounds, qualifications and experience, and also differences in approach and viewpoints. It includes factors such as gender, age, race, disability, ethnicity, marital or family status, religious or cultural background, socio-economic background, sexual orientation, gender identity, sexual preference, language and other areas of potential difference.

Inclusion refers to the adjustment of workplace practices and behaviours to respond to people in order to ensure that, as far as practicable, individual needs are met to help ensure people feel included, engaged and connected within workplace activities. It involves both the action of including people in opportunities and also the outcomes of individuals feeling a sense of belonging.

The Group is committed to providing an environment in which employees have equal access to opportunities available at work, are not judged by reference to unlawful or irrelevant attributes, have input into decision making and idea generation and have genuine feelings of belonging across integrated workplace activities.

The main objectives of this Policy are to ensure the Group:

- leverages its employee's unique skills, values, backgrounds and experiences, which will assist with the delivery of the Group's vision and business objectives;
- develops an inclusive work environment, so each employee can show their full potential, regardless of their background, gender, age, work status, marital status, religious or cultural identity;
- sets measurable objectives to achieve diversity;
- broadens the field of potential candidates for senior management positions and appointments to the board of Directors (**Board**); and
- demonstrates best practice

2 Policy scope and application

This Policy applies to all Directors, officers, senior management and other employees, consultants and contractors of the Group (collectively, Employees). The philosophy and principles outlined in this Policy apply across all entities of the Telix Group.

At every level, Employees have accountability for ensuring the successful promotion of all aspects of diversity and inclusion and appropriate behaviour in the workplace.

Diversity and inclusion principles apply to all people practices, including but not limited to, recruitment, retention, performance management, promotions, talent identification and succession planning, training and development, terminations, and goal setting. Managers have a responsibility as leaders to make decisions based on merit, to encourage diversity and inclusion in their teams and to model appropriate behaviour to ensure a strong culture that values diversity and creates a sense of belonging across the Group.

3 Measurable objectives

The Company will:

- (a) establish appropriate, measurable objectives for achieving greater gender diversity and other forms of diversity in appointments across all levels of the Group, including in senior management and Board appointments. Where, at the commencement of a financial year the Company is included in the ASX 300, the Company will seek to have not less than 30% of its non-executive directors as female within a 12-month period;

- (b) seek to maintain a diverse field of potential candidates for senior management and Board appointments;
- (c) set key performance indicators for senior management to measure achievement against objectives to achieve greater gender and other forms of diversity, and require senior management to report against such objectives;
- (d) consider and, if relevant, implement policies and programs that address impediments to gender diversity in the workplace and review these policies to ensure that they are available to and utilised by all genders at all levels; and
- (e) annually review, assess and report the Group's progress towards achieving those measurable objectives and the adequacy of the Group's programs and initiatives in that regard.

These objectives and the performance of the Company against these objectives will be reviewed annually by the People, Culture, Remuneration and Nomination Committee (**Committee**), as part of its annual review of the effectiveness of this Policy.

4 Recruitment, selection and succession planning

4.1 Succession planning

The Board, in conjunction with the Committee, is responsible for the development and succession planning process for the CEO and the CEO's direct reports. In making recommendations to the Board in relation to succession planning, the Committee will have regard to diversity criteria.

4.2 Board appointment process

The Committee is responsible for reviewing and making recommendations to the Board on the criteria for nomination as a director. In making recommendations to the Board in relation to director nomination, the Committee will have regard to diversity criteria.

4.3 Recruitment generally

The Group is committed to ensuring equal employment opportunity for all of its employees and senior management. Employment shall be based on merit, ability, performance and potential. The Board will monitor and promote the diversity of employees across all levels of the Group.

Senior management will ensure that recruitment and selection processes at all levels are appropriately structured so that a diverse range of candidates are considered and that unconscious bias does not inadvertently discriminate against certain candidates.

5 Review of Policy and reporting

The Committee is responsible for oversight of this Policy. In executing this role, on an annual basis the Committee will, with the appropriate support and input from management:

- (a) review the effectiveness of this Policy, including having considered the diversity requirements in all jurisdictions in which the Company operates;
- (b) report to the Board on the outcomes of its review, including any recommendations for changes to strategies or implementation; and
- (c) as part of its annual reporting, provide information in the Company's Corporate Governance statement regarding key features of this Policy, details of the measurable objectives set under this Policy, a summary of the Company's progress towards achieving those measurable objectives, and the proportion of women employees in the organisation, in senior executive positions, and on the Board.