



The Board of Directors (“**the Board**”) of AstiVita Limited ACN 139 461 733 (“**the Company**”) is committed to a diverse workplace environment. AstiVita only have 13 employees to run its operations. The remaining business functions have been outsourced to other companies.

- 38% of all employees are female or from diverse cultures and nationalities.

The Board has adopted the following Diversity Policy:

1. The Company is an equal opportunity employer and supports the principle of equal employment opportunity for all staff at all levels of employment regardless of gender, marital or family status. Sexual orientation, gender identity, age, disability, ethnicity, religious beliefs, cultural background, socioeconomic background, perspective and experience.
2. The Company is committed to providing a working environment which is free from discrimination, bullying, victimisation, harassment and sexual harassment in accordance with Commonwealth and State Legislation.
3. Recruitment practices are in place whereby a diverse range of candidates are considered, and no conscious or unconscious bias occurs in the selection of candidates.
4. The Board of Directors will review its Diversity Policy annually.
5. The Board as at August 2021 confirms:
 - 38% of all employees are female or from diverse cultures and nationalities.