



Diversity & Inclusion Policy

Medical Developments International Limited

ABN 14 106 340 667

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Diversity & Inclusion Policy

1. Introduction

Medical Developments International Limited (MDI) is committed to workplace diversity.

MDI recognises the benefits of diversity where people from different backgrounds can bring fresh ideas and perceptions which make the way work is done more efficient; and products and services more valued.

Diversity includes, but is not limited to, gender, age, ethnicity, religion and cultural background. Diversity also encompasses the many ways people differ in terms of their education, life experience, job function, work experience, personality, location, marital status and carer responsibilities. Diversity at MDI is about the commitment to equality and the treating of all individuals with respect.

MDI understands that the wide array of perspectives resulting from such diversity promotes innovation and business success which creates value for our customers and shareholders.

To the extent practicable, MDI will address the recommendations and guidance provided in the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (ASX Principles).

2. Diversity Strategies

MDI has an own employment related policy, and this Diversity Policy complements that existing documentation.

Measures designed to promote diversity at MDI include:

2.1 Recruitment

MDI has recruited people from different backgrounds. We believe that our employees from many different cultural, linguistic and national backgrounds provide us with valuable knowledge and a skilled base in order to improve Company performance.

2.2 Remuneration

MDI is committed to ensuring equal remuneration for work of equal or comparable value, irrespective of gender. This includes addressing the gender pay gap by regularly reviewing pay structures and practices to ensure fairness, transparency, and the elimination of any gender-based pay disparities.

2.3 Career Development and Promotion

MDI facilitates equal employment opportunities based on relative ability, performance or potential. This is exemplified by the gender diversity in management. All employees are treated fairly and evaluated objectively.

2.4 Development Programs

MDI is involved in programs such as in-house workplace development programs, mentoring programs, targeted training and development to improve the quality of decision-making, productivity and teamwork. MDI is trying to enhance its customer service and market reputation through a workforce that respects and reflects the diversity of our customers.

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2.5 Safe Work Environment

MDI helps to build a safe work environment by taking action against inappropriate workplace and business behaviour that does not value diversity including discrimination, harassment, bullying, victimisation and vilification.

2.6 Support for Employees Affected by Family and Domestic Violence

MDI is committed to supporting employees experiencing family or domestic violence by providing access to confidential assistance through Employee Assistance Program (EAP), flexible work arrangements, and Family and Domestic Violence Leave options in line with relevant legislation.

2.7 Flexibility in the Workplace

MDI has a culture which takes account of domestic responsibilities of its employees.

2.8 Succession Plans

MDI has an active management program to plan for succession planning in key areas of the business through training and multi-tasking.

2.9 Employee Consultation on Gender Equality

MDI is committed to actively consulting employees on matters related to gender equality in the workplace. Through various feedback channels, MDI ensures that employees have a voice in shaping policies and initiatives that promote a fair and inclusive environment for all.

2.10 Monitoring and Evaluation

MDI will monitor the scope and currency of this policy.

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