



## Introduction

The purpose of this Policy is to set out the Company's policy in relation to diversity, in accordance with the ASX Corporate Governance Council Corporate Governance Principles and Recommendations. Diversity includes, but is not limited to, an individual's race, ethnicity, gender, sexual orientation, age, physical abilities, educational background, socioeconomic status, and religious, political or other beliefs.

## Diversity Commitment

The Bionomics Limited Board is committed to promoting diversity among employees, throughout the company.

Bionomics aims to ensure the company attracts and retains employees with both an appropriate and diverse mix of skills, expertise and experience.

## Strategies

Strategies to help achieve the Company's diversity objectives include:

- Facilitating a corporate culture that embraces diversity and recognises employees at all level have responsibilities outside of the workplace;
- Ensuring that meaningful and varied development opportunities are available to all employees to enhance both employee retention and potential for promotion;
- Promoting on the basis of merit; and
- Recruiting from a diverse pool of candidates for all positions, including Board and senior executive appointments.

## Annual Disclosure to Shareholders in Corporate Governance Statement

### Diversity

Bionomics has implemented a Diversity Policy. While the key focus of the Diversity Policy and the ASX Corporate Governance Council's recommendations is on promoting the role of women within organisations, the Company recognises that other forms of diversity are also important and seeks to promote and facilitate a range of diversity initiatives throughout the Company beyond gender diversity including setting measurable objectives as necessary.

The Board will ensure that appropriate procedures and measures are introduced and responsibilities delegated to the Audit and Risk Management Committee to ensure that the Company's diversity commitments are implemented appropriately.

With an extremely limited pool of appropriate candidates for many roles throughout the organisation, the Company considers that it would be detrimental to shareholder interest to recruit on any basis other than merit, as such, no measurable objective have been established at this time.

Recommendation 3.4 of the Principles of ASX Listing Rules (Guidance Note 9) requires ASX listed entities to disclose in the Annual Report the proportion of women in the whole organisation, in senior executive position and on the Board.

	Total	Board	Senior Executive
All Staff	72	5	8
Female Staff	42	1	6
% of total	58.3%	20%	75%