



DIVERSITY POLICY

1. Introduction

This document sets out the policy of Bionomics Limited (“**Company**”) concerning the Company’s diversity policy (“**Policy**”). The Company is publicly listed on the Australian Securities Exchange (ASX: BNO) as well as on Nasdaq in the form of American Depositary Shares (Nasdaq:BNOX).

The Bionomics Limited Board is committed to promoting diversity among employees throughout the Company, and on the Board itself.

The Company recognises the benefits arising from employee and Board diversity, including a broader pool of high-quality employees, improving employee retention and motivation, accessing different perspectives and ideas and benefiting from all available talent.

The Company is committed to inclusion at all levels of the organisation, regardless of gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, cultural background, socio-economic background, perspective and experience.

To the extent practicable, the Company will consider the recommendations and guidance provided in the ASX Corporate Governance Council's *Corporate Governance Principles and Recommendations – 4th Edition* where appropriate to the Company.

This Diversity Policy does not form part of an employee's contract of employment with the Company, nor gives rise to contractual obligations. However, to the extent that the Diversity Policy requires an employee to do or refrain from doing something and at all times subject to legal obligations, the Diversity Policy forms a direction of the Company with which an employee is expected to comply.

2. Objectives

The Diversity Policy provides a framework for the Company to achieve:

- (a) a diverse and skilled workforce, leading to continuous improvement in service delivery and achievement of corporate goals;
- (b) a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;
- (c) an inclusive workplace where discrimination, harassment, vilification and victimisation cannot and will not be tolerated;
- (d) improved employment, talent management and career development opportunities for women;
- (e) enhanced recruitment practices whereby the best person for the job is employed, which requires the consideration of a broad and diverse pool of talent;
- (f) a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives through improved awareness of the benefits of workforce diversity and successful management of diversity; and

- (g) awareness in all staff of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity,

(collectively, the **Objectives**).

The Diversity Policy does not impose on the Company, its directors, officers, agents or employees any obligation to engage in, or justification for engaging in, any conduct which is illegal or contrary to any anti-discrimination or equal employment opportunity legislation or laws in any State or Territory of Australia or of any foreign jurisdiction.

3. Responsibilities

3.1 The Board's commitment

The Board is committed to workplace diversity and supports representation of women at the senior level of the Company and on the Board where appropriate.

The Board maintains oversight and responsibility for the Company's continual monitoring of its diversity practices and development of strategies to meet the Objectives.

The Board will ensure that appropriate procedures and measures are introduced and responsibilities delegated to the Nomination and Remuneration Committee, to ensure that the Company's diversity objectives are considered when:

- making recommendations to the Board regarding the appointments and re-election of directors, including identifying suitable candidates for new appointments, and
- making recommendations to the Board regarding evaluation of the achievement of the Objectives within the Company's workforce.

The Board will consider conducting all Board appointment processes in a manner that promote gender diversity, including establishing a structured approach for identifying a pool of candidates, using external experts where necessary.

The Board is responsible for developing measurable objectives and strategies to meet the objectives of the Diversity Policy (**Measurable Objectives**) and monitoring the progress of the Measurable Objectives through the monitoring, evaluation and reporting mechanisms listed below.

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

The Board may also set Measurable Objectives for achieving gender diversity and monitor their achievement.

3.2 Strategies

The Company's diversity strategies may include:

- (a) recruiting from a diverse pool of candidates for all positions, including senior management and the Board;
- (b) reviewing succession plans to ensure an appropriate focus on diversity;
- (c) identifying specific factors to take account of in recruitment and selection processes to encourage diversity;
- (d) developing programs to develop a broader pool of skilled and experienced senior management and Board candidates, including, workplace development programs, mentoring programs and targeted training and development;

- (e) developing a culture which takes account of domestic responsibilities of employees; and
 - (f) any other strategies the Board develops from time to time.
-

4. Monitoring and Evaluation

The Chair of the Board will monitor the scope and currency of this policy.

The Company is responsible for implementing, monitoring and reporting on the Measurable Objectives (if any).

Measurable Objectives as set by the Board, may be included in the annual key performance indicators for the Chief Executive Officer/Managing Director and senior executives.

In addition, the Board will review progress against the Measurable Objectives (if any) as a key performance indicator in its annual performance assessment.

5. Reporting

The Company will disclose, for each financial year:

- (a) any Measurable Objectives set by the Board;
 - (b) progress against these Measurable Objectives; and
 - (c) either:
 - (i) the respective proportions of men and women on the Board, in senior executive positions (including how the Company has defined “senior executive” for these purposes) and across the whole Company; or
 - (ii) if the entity is a “relevant employer” under the Workplace Gender Equality Act, the entity’s most recent “Gender Equality Indicators”, as defined in the Workplace Gender Equality Act.
-

6. Approved and Adopted

This policy is current as at 15 November 2022 as modified, originally adopted by the Board on 17 September 2019.