

9. DIVERSITY POLICY

9.1 Diversity vision

Anteo Diagnostics Limited (“**Company**”) recognises its talented and diverse workforce as a key competitive advantage. Our business success is a reflection of the quality and skill of our people.

The Company is committed to seeking out and retaining the finest human talent to ensure top business growth and performance. Diversity management benefits individuals, teams, our company as a whole, and our customers. We recognise that each employee brings their own unique capabilities, experiences and characteristics to their work. We value such diversity at all levels of the company in all that we do.

The Company believes in treating all people with respect and dignity. We strive to create and foster a supportive and understanding environment in which all individuals realise their maximum potential within the company, regardless of their differences. We are committed to employing the best people to do the best job possible. We recognise the importance of reflecting the diversity of our customers and markets in our workforce. The diverse capabilities that reside within our talented workforce, positions the Company to anticipate and fulfil the needs of our diverse customers, both domestically and internationally, providing high quality products/services.

The Company is diverse along many dimensions. Our diversity encompasses differences in ethnicity, gender, language, age, sexual orientation, religion, socio-economic status, physical and mental ability, thinking styles, experience, and education. We believe that the wide array of perspectives that results from such diversity promotes innovation and business success. Managing diversity makes us more creative, flexible, productive and competitive.

9.2 Recruitment

As a global player, the Company recruits people from all around the globe. We believe that our employees from many different cultural, linguistic and national backgrounds provide us with valuable knowledge for understanding complex international markets. We have established outreach programmes to identify talented women and individuals from under-represented backgrounds for recruitment. We provide Visa support for promising young women and underrepresented status students with the potential to become high achieving professionals in the Company.

9.3 Career development and promotion

The Company rewards excellence and all employees are promoted on the basis of their performance. All managers are trained in managing diversity to ensure that employees are treated fairly and evaluated objectively.

All employees undergo diversity training. Diversity training encompasses raising awareness about issues surrounding diversity and developing diversity management skills.

The Company provides a safe and pleasant environment for our employees. We offer:

- . Flexible working time arrangements (including maternity and paternity leave);
- . Employee education assistance;
- . Employee network and support groups;
- . Open communication;
- . Mentor programmes.