



DIVERSITY AND INCLUSION POLICY

1) Introduction

- a) This Diversity and Inclusion Policy (**Policy**) provides a framework to embed and support a diverse workforce and inclusive workplace environment across Promisia Healthcare Limited (**Promisia**) and its group entities.
- b) The Policy outlines how Promisia will:
 - i) deliver on its diversity and inclusion commitments;
 - ii) establish measurable objectives;
 - iii) monitor and assess progress; and
 - iv) provide transparency and accountability.
- c) This Policy complements other core governance documents and aligns with NZX Corporate Governance principles. This Policy should be read alongside the Code of Ethics, Discrimination and Harassment Prevention Policy, Protected Disclosures (Whistleblowing) Policy, and the Promisia Group Corporate Governance Code.

2) Policy Commitments

- a) Promisia recognises that a diverse workforce is a strategic strength that enhances our ability to understand and serve customers, attract and retain top talent, and foster innovation.
- b) Promisia is committed to an inclusive workplace where all individuals are respected and valued for their unique backgrounds, skills and experiences — enabling everyone to contribute meaningfully to the organisation's success.
- c) At Promisia, diversity includes, but is not limited to, characteristics such as cultural background, ethnicity, gender, gender identity, sexual orientation, age, religious beliefs, disability, language, education and socioeconomic background.
- d) This commitment applies to all aspects of Promisia's operations, including:
 - i) appointment of directors;
 - ii) appointment, promotion and retention of employees;
 - iii) performance management and remuneration;
 - iv) flexible working arrangements;
 - v) leadership development; and
 - vi) people management and succession planning.
- e) Promisia is committed to equal employment opportunities. All individuals will have the same access to employment and advancement free from discrimination or bias. Policies, opportunities and employee benefits will be offered equitably to people of diverse sexes, sexualities, and gender identities.
- f) Promisia also recognises that transparency in diversity and inclusion performance supports better decision-making by investors, customers, and employees.

3) Application

- a) This Policy applies to all directors (including members of Board committees) and all employees (including any secondees, contractor or consultants) of the Promisia Group.

4) Measurement and reporting

- a) Promisia will maintain a written Diversity and Inclusion Policy and make it publicly available on the company's website.
- b) Each year, the Board will approve measurable objectives designed to support the commitments set out in this Policy.
- c) Promisia will disclose in its annual report:
 - i) a summary of the measurable objectives set for the relevant reporting period;
 - ii) progress made towards achieving those objectives; and
 - iii) the respective proportions of men and women on the Board, in senior executive positions, and across the broader workforce.

5) Roles and responsibilities

- a) The Board of Promisia is responsible for:
 - i) approving measurable objectives for diversity and inclusion each year;
 - ii) monitoring progress against those objectives; and
 - iii) ensuring appropriate disclosures are made in Promisia's annual reports.
- b) Promisia's senior leadership team is responsible for:
 - i) developing and implementing strategies to meet the objectives of this Policy;
 - ii) embedding diversity and inclusion into day-to-day operations and decision-making;
 - iii) reporting on progress as required by the Board; and
 - iv) maintaining alignment with best practice.
- c) All employees, people managers and directors are responsible for fostering an inclusive, respectful workplace aligned with this Policy, the Code of Conduct, and other policies addressing bullying, harassment, and discrimination.
- d) Promisia encourages employee participation and will maintain appropriate channels for feedback and continuous improvement in diversity and inclusion.

Document control
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