

Pharmaxis Ltd Diversity Policy

1. Introduction

Pharmaxis is dedicated to creating a profitable research-based pharmaceutical company that manufactures and sells therapies for undertreated diseases worldwide. Identifying and attracting employees, including management, with the relevant international pharmaceutical industry experience to our specialised Australian company has always been challenging, and we have cast our net wide. However our overriding principle has been to treat people equally, as articulated by our Code of Conduct since it was first drafted in 2003. In competing with more established companies for available candidates we have also found an advantage in providing flexible work conditions. Ultimately, by focussing on identifying and employing the best people who are willing to join our endeavour we have created a workforce that is diverse.

2. Policy

Pharmaxis is committed to employment practices that treat all individuals equally and with respect. We are committed to employ and advance people within the company based on their relevant skills and experience, and regardless of race, ethnicity, language, gender, religion, sexual orientation, or disability.

The Board is aware of the difficulty of achieving diversity across all areas of a company with a relatively small workforce, but considers the diversity achieved to date to be a favourable endorsement of the company's existing policies and encouraging for the future. Based on both a continuation of these policies and growth in the business and total employees, the Board expects the female representation in the senior management and non executive directors to be above 30% within five years, while continuing the approximate 50% female representation currently existing across most other levels of the Company and the Company in total.

Diversity will be encouraged by a range of measures, including the following:

- 2.1. A commitment by the Board and senior managers to model the company's Code of Conduct in all aspects of the business
- 2.2. Ensuring managers tasked with recruiting new employees or advancing employees within the company understand the intent and specifics of the Code of Conduct and Diversity Policy
- 2.3. Ensuring external organisations assisting with recruiting understand the intent and specifics of the Diversity Policy.
- 2.4. Employee development, training and mentoring programs that encourage and support the career development of all employees based on merit, skills and experience.
- 2.5. Continuation of a flexible approach to work conditions, to the extent such flexibility is not inconsistent with the requirements of the position.

The Remuneration and Nomination Committee of the Board is responsible for assessing on an annual basis the achievement against gender diversity objectives, including the representation of women at all levels of the Company.