

Diversity Policy

24 August 2017

This policy applies to the Benitec Biopharma Limited Group and its subsidiaries.

1. Introduction

This policy describes Benitec's commitment to a workplace environment that promotes the engagement of well qualified, diverse and motivated people across all levels of the company, in order to best assist Benitec to achieve its objectives.

2. Scope

This policy applies to all levels of employees and in-house consultants.

3. Policy Statement

Benitec recognizes that a diverse workforce is an important contributor to the company achieving its stated objectives. Benitec has a commitment to recruit fairly regardless of gender, race, religion, marital status, disability or national origin.

Benitec's key principles to implement this policy include:

- recruiting on the basis of skills, qualifications, abilities and achievements;
- encouraging participation of its people in professional development to benefit Benitec and the individual;
- encouraging personal development to benefit Benitec and the individual;
- aiming to be an employer of choice and to provide a family friendly work environment;
- promoting diversity through awareness and training; and
- helping ensure the Board establishes measurable objectives for achieving diversity (including gender diversity) and annually assesses both the objectives and the progress in achieving them.

4. Implementation of the policy

The Board is responsible for implementing the policy. Managers are expected to ensure that this policy is integrated into all activities. The Board will regularly review this policy and its effectiveness.

5. Definitions and abbreviations

Term	Meaning

6. Associated documents

Other Board and operational policies.

7. Review and approval

Action	Date	Responsibility
Approved	9 June 2015	Board
Approved	24 August 2017	Board