

## **DIVERSITY POLICY**

### **1. INTRODUCTION**

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- (a) This is the Diversity Policy of Immutep Limited and its related bodies corporate (**Immutep**). This Policy is designed to support Immutep's commitment to diversity.

### **2. BENEFITS OF DIVERSITY**

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- (a) Workplace diversity refers to the variety of differences between people in an organisation. Diversity encompasses gender, marital or relational status, sexual orientation, gender identity, age, disabilities, ethnicity, nationality, cultural background, socio-economic background, perspective and experience.
- (b) Immutep believes that diversity in its workforce is an element to its success. Employees from diverse backgrounds with differing skill sets bring individual talents and experiences to their respective roles within Immutep and enable Immutep to:
  - (i) make better decisions by having access to a larger pool of ideas and experiences; and
  - (ii) better communicate with its stakeholders.
- (c) Immutep also recognises the benefits of diversity in a globally competitive labour market and the importance of being able to attract, retain and motivate employees from the widest possible pool of available talent.
- (d) The Board recognises that a diverse workplace requires the absence of discrimination, harassment, vilification and victimisation, and confirms that such behaviour will not be tolerated.

### **3. COMMITMENT TO DIVERSITY**

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- (a) Immutep is committed to fostering a corporate culture that embraces and values diversity 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.

- (b) In order to have an inclusive workplace, discrimination, harassment, vilification and victimisation cannot and will not be tolerated by Immutepest.
- (c) Immutepest is committed to:
  - (i) ensuring that recruitment and selection practices at all levels (from the Board downwards) are appropriately structured so that a diverse range of candidates are considered; and
  - (ii) guarding against any conscious or unconscious biases that might unfairly discriminate against certain candidates on the basis of factors that are not relevant to the role.
- (d) Immutepest recognises that all employees may have domestic responsibilities and supports employees' adopting flexible work practices that will assist them to meet those responsibilities.

#### **4. BOARD SELECTION**

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- (a) Immutepest's Board Charter provides that the Board should comprise directors with an appropriate range of skills, experience, expertise and diversity.
- (b) The Board or the Remuneration Committee is responsible for regularly reviewing the composition of the Board as a whole, and the contribution of current and potential directors to the mix of skills and experience available to Immutepest.

#### **5. OBJECTIVES FOR ACHIEVING DIVERSITY**

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Immutepest has the following objectives in relation to gender diversity which are reviewed by the Board of Directors annually:

- Objective 1: female representation on the Board;
- Objective 2: female representation within senior management; and
- Objective 3: at least 50% of female employees across its workforce.

This seeks to ensure adequate female representation across all of the Company's business activities, subject to suitable candidates being available.

#### **6. REPORTING OF MEASURABLE OBJECTIVES**

Immutepest is committed to workplace gender diversity and will report against measurable objectives on an annual basis at Board, Management and workforce level. The Company discloses annually in the Corporate Governance Statement the percentage of women at these levels within the organisation.

## **7. ROLES AND RESPONSIBILITIES**

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Every employee within Immutep is responsible for supporting and maintaining Immutep's corporate culture, including its commitment to diversity in the workplace.

## **8. REVIEW**

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The Board will review this Policy periodically to check that it is operating effectively and to consider whether any changes are required.

**Adopted by the Board of Immutep**

1 January 2022