

Pulse Health Diversity Policy

Scope

This policy applies to all staff.

Aim

To ensure the company eliminates all forms of discrimination in its workplace.

Discrimination

No Company employee or potential employee will be denied equal treatment compared with another employee or potential employee because of gender, age, national origin, race, marital status, sexual preference, pregnancy, potential pregnancy, political conviction, religious beliefs or disability (including HIV or AIDS).

In addition, the company does not require employees to retire because of their age.

Merit principle

The company is committed to the merit principle whereby employees are recruited, trained, promoted and remunerated based on the individual's skills, qualifications, experience, abilities and aptitudes.

The company acknowledges the need of its employees to balance career and family obligations and engages flexible work options in accordance with relevant industrial agreements to enable employees to balance work and family.

Appropriate action

If an employee believes they are being discriminated against, they should raise the issue with their immediate Manager.

The appropriate person responsible will investigate and take whatever further action is required to resolve the matter.

Confidentiality

All issues of alleged discrimination will be treated confidentially.

Gender Diversity Objectives

From 2011 on an annual basis, Pulse Health will set measurable objectives relating to achieving gender diversity. Each year, annual measurable objectives in respect of gender diversity will be approved by the Board. The company's achievement against these gender diversity objectives will be disclosed.

Corporate Governance

The nomination committee will oversee strategies to address board diversity, including succession planning to maintain an appropriate mix of skills, experience, expertise and diversity on the Board. The Board will give consideration to meeting its gender diversity objectives when reviewing its ongoing needs.

The nomination committee will also:

Regularly review the proportion of women and men at all levels of the company

Review Pulse Health's diversity policy, including the setting and achievement of annual measurable objectives for achieving gender diversity and

Regularly report on these outcomes to the board.

Breaching this policy

An individual found in breach of the anti-discrimination provisions of this policy will be subject to disciplinary action as set out in the relevant employment contract, Award or Agreement.

Review

Pulse Health Group Executive endorses this policy, which will be subject to annual review.