

Diversity Policy – Asian American Medical Group Limited ABN 42 091 559 125

1. Introduction

1.1 Company's commitment

The Company operates in a global market and across every part of its business, it strives to create an inclusive culture in which difference is recognised and valued.

The Company is committed to establishing and maintaining employee and board diversity which recognises the strategic and personal advantages that arise from a workplace where decisions are based on merit and all employees are treated equally.

1.2 Purpose of Policy

The purpose of this Policy is to enable the Board to:

- (a) set measurable objectives for achieving gender diversity; and
- (b) report on the progress of these measurable objectives.

This Policy applies to the Board and all employees of the Company and the Group.

This Policy is to complement existing employment related policies and documentation. This Policy does not form part of an employee's contract of employment with the Company or any of its related bodies corporate, nor does it give rise to contractual obligations. However, to the extent that this Policy requires an employee to do or refrain from doing something, and at all times subject to legal obligations, this Policy forms a direction of the Company with which an employee is expected to comply.

1.3 ASX Corporate Governance Council's Corporate Governance Principles

To the extent practicable, the Company has adopted the recommendations provided in the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (2nd Edition, 2010) as amended from time to time (**ASX Principles**) and in particular to the recommendations regarding diversity.

2. Definitions

General terms and abbreviations used in this Policy have the following meaning set out below:

Board the board of Directors of the Company

GCOO the Group Chief Operating officer of the Company

GCFO the Group Chief Financial officer of the Company

CCO the Chief Commercial Officer of the Company

Company Asian American Medical Group Limited ABN 42 091 559 125

Director a director of the Company

Group the Company and its subsidiaries

MD Managing Director of the Company

Policy this Diversity Policy

Secretary the company secretary of the Company

3. Benefits of Diversity

The Company values diversity and recognises the benefits it can bring to the organisation's ability to achieve its goals. Our recruitment processes encourage the development of diversity in our workplace, bearing in mind that employees must have the required skills to be successful in their positions.

4. Objectives

In accordance with this policy and ASX Corporate Governance Principles, the Board has established the following objectives in relation to gender diversity. We currently meet our objectives but will continue to monitor and improve on our objectives to be in line with our Company's needs and direction. A written diversity policy has been developed by the Board to ensure gender diversity.

	Objective	
	Number	%
Number of women employees in the whole organisation	18	75
Number of women in senior executive positions	2	29
Number of women on the Board	2	33

5. Board's Commitment

The Board is committed to workplace diversity, with a particular focus on supporting the representation of women at a senior level of the Company and on the Board. Experienced and highly-qualified women presently hold one of the Company's six directorships and the Board is committed to increase it to targeted two. The Board will conduct all Board appointment processes in a manner that promotes gender diversity, including establishing a structured approach for identifying a pool of candidates.

6. Compliance Requirements

6.1 Compliance

The Company intends to meet its obligations with respect to the issue of diversity, as may be required under the ASX Principles and other regulatory requirements (if any), by:

- (a) establishing this Policy as a compliant policy in accordance with ASX Principle 3.2 by:
 - (i) establishing Objectives for achieving gender diversity; and
 - (ii) the Board assessing annually the Objectives for achieving gender diversity and the progress towards achieving them;
- (b) disclosing this Policy or a summary of it in accordance with ASX Principle 3.5;
- (c) making disclosure in its annual report, and in accordance with ASX Principle 2.4, regarding the processes the Board adopts and the criteria the Board takes into consideration in its selection of prospective new Board members;
- (d) making disclosure in its annual report, and in accordance with ASX Principles 3.3 and 3.4, regarding:
 - (i) the Objectives for achieving gender diversity set by the Board under this Policy;
 - (ii) the progress from time to time towards achieving them;
 - (iii) the proportion in the Company and Group (relative to their male counterparts) of:
 - (A) female employees;
 - (B) females in senior executive positions; and
 - (C) females on the Board; and
- (e) incorporating in the corporate governance statement in the Company's annual report a statement as to the mix of skills and diversity that the Board is looking to achieve in the composition of the Board, in accordance with ASX Principle 2.6.

6.2 Responsibility for Compliance

The Secretary will assume the responsibility to ensure that the Company meets its compliance and reporting obligations referred to in paragraph 7.1 above, including by collecting and collating all relevant data and ensuring that management processes and systems are adequate and effective for such reporting obligations to be met.

7. Monitoring and Evaluation

The Board will:

- (a) oversee the implementation of this Policy;
- (b) monitor the prescribed Objectives for achieving diversity on the Board and in the workplace generally;
- (c) undertake to conduct the annual formal review of the effectiveness of this Policy against the Measurable Objectives;
- (d) include the Objectives set by the Board in the annual key performance indicators for the Managing Director and senior executives; and
- (e) ensure the progression of this Policy, including implementing strategies to do so.

8. Communication

The Company commits to the communication of this Policy within the Company and to its shareholders and the market, including via its website:

- (a) so as to demonstrate transparency and accountability; and
- (b) to better promote the prospects of attainment of the Objectives.

9. Overriding Caveat

Nothing in this Policy shall be taken, interpreted or construed so as to endorse:

- (a) the principal criteria for selection and promotion of people to work with the Company being other than their overall relative prospect of adding value to the Company and enhancing the probability of the Company achieving its objectives;
- (b) any discriminatory behaviour by or of the Company contrary to the law, or any applicable codes of conduct or behaviour for the Company and its personnel; or
- (c) any existing person of the Company in any way feeling threatened or prejudiced by this Policy in their career development or otherwise, merely because their diversity attributes at any time may be more, rather than less, common with others.

10. Accountability

Reporting and accountability in the terms of this Policy will be a periodic item on the Board's agenda.

11. Review

This Policy will be reviewed regularly by the Board, having regard to the changing circumstances of the Company and any changes to the Policy will be communicated by the Company to its staff, its shareholders and the market.

Updates and amendments to this Policy will be the responsibility of the Secretary. All new management or other relevant staff will be provided with a copy of this Policy as part of their induction into the Company. Any updates or amendments as approved by the Board will be notified to appropriate officers and staff by the Secretary.

12. Approval

This Policy was approved by the Board on 3 November 2016. The Board may amend this Policy by resolution.

13. Disclosure of Policy

This Policy is made available, and updated as required, on the Company's website (www.aamg.co) in a clearly marked "Corporate Governance" section.