

# Diversity Policy

## 1. PRINCIPLES

CSL recognises its talented and diverse workforce as a key competitive advantage. Our business success is a reflection of the quality and skill of our people. CSL is committed to seeking out and retaining the best talent to ensure strong business growth and performance.

Diversity benefits individuals, teams, CSL as a whole, and our customers. We recognise that each employee brings their own unique capabilities, experiences and characteristics to their work. We value such diversity at all levels within CSL.

By supporting long term business success, we believe that diversity increases our ability to provide sustainable value to our shareholders.

Our diversity encompasses differences in ethnicity/race, gender, age, sexual orientation, religion, physical and mental ability, experience and thinking styles. Our experience is that a wide range of perspectives that comes with such diversity promotes innovation and business success.

Our intention will always be to ensure that people experience CSL as an inclusive workplace in which everyone is fairly treated and no-one is disadvantaged for any reason.

Through our Code of Responsible Business Practice and other training and policies, all our employees are guided on their role in supporting diversity and equality of opportunity. We expect our executives to take the greatest responsibility for ensuring that they set and role-model policies, practices and standards of behaviour that create a positive and inclusive workplace culture.

## 2. SCOPE

The policy applies to CSL Limited and it is also expected that the principles of this policy will be implemented across all CSL Group Companies.

## 3. LOCAL CONDITIONS

This policy must be read in conjunction with, and is subject to, the laws relating to employment and the responsibilities, if any, of employers and employees in the many local environments in which CSL operates.

## 4. POLICY

### 4.1 Recruitment, Selection and Promotion

CSL will ensure that recruitment, selection and promotion processes at all levels in the Company, including at the CSL Board level, are designed to support a workplace which values diversity and avoids unfair discrimination.

## **4.2 Remuneration**

CSL will monitor the application of remuneration principles to ensure that rewards and benefits are set with reference to local market practices, agreements, job weight, experience, capability and performance, and are not impacted by irrelevant factors.

## **4.3 Learning and Development**

CSL recognises that employees have individual needs regarding their learning and development. CSL will ensure that appropriate learning and development opportunities are provided in a way that maximises fair and equitable access to all employees and that all employees are aware of their responsibilities in relation to equal opportunity and diversity.

## **4.4 Personal Responsibility**

CSL recognises that as well as fulfilling their professional role, employees have personal responsibilities, which may vary throughout their careers. CSL will promote a workplace culture within which an employee's personal responsibilities are given appropriate consideration.

## **4.5 Measurable Objectives**

The CSL Board will establish measurable objectives in relation to gender diversity and, on at least an annual basis, will assess and renew these objectives.

The objectives will be published in CSL's Annual Report.

Twice a year the CSL Board will measure progress against these objectives.

The Senior Vice President Human Resources will be responsible for reporting to the CSL Board (or to the HR and Remuneration Committee) on this policy and the effectiveness of diversity initiatives.

**The Diversity Policy was adopted by the Board on 5 August 2014.**