

Diversity Policy

1. PURPOSE

CSL views diversity through a broad array of difference in people across attributes of gender, nationality, ethnicity, disability, sexual orientation, gender identity, generation/age, socioeconomic status, religious beliefs, professional and educational background as well as global and cultural experiences.

CSL's employee brand — Promising Futures — speaks to our commitment to building a workplace where employees can have promising futures by fulfilling their career aspirations, realizing their potential and being inspired by being part of a purpose-driven company with a values-based culture. This goal requires us to have a culture of inclusion where all employees are respected, valued and able to freely share their perspectives, experiences and ideas.

CSL relies on our people's unique perspectives, ideas, capabilities and experiences to deliver for our business, our patients, and our shareholders. We believe diversity and inclusion are crucial to strong business growth and performance. Specifically, it helps us to:

- Better understand and connect with our patients
- Attract, develop, retain and engage the talent needed to sustain our long-term success
- Foster creativity and innovation
- Improve the quality of the decisions that we make

In addition, our continued success depends on authentically living the CSL values:

- Patient Focus
- Innovation
- Integrity
- Collaboration
- Superior Performance

Our Code of Responsible Business Practice, as well as training and policies, are designed to guide employees in supporting diversity in the workplace. We believe diversity and inclusion are every employee's responsibility. We expect our leaders to create a culture that appreciates and leverages differences, to build diversity into their teams, and to role model our expectations for fostering a workplace where people feel valued and able to contribute in a positive way.

2. SCOPE

This policy applies to CSL Limited and is to be implemented across all CSL Group companies. As stated herein, "CSL" refers to CSL Limited and all CSL Group companies.

3. LOCAL CONDITIONS

This Policy must be read in conjunction with, and is subject to, the laws and regulations in the respective local jurisdictions in which CSL operates.

4. RESPONSIBILITY

Employee Category	Responsibility
CSL Board	The CSL Board is responsible for setting measurable gender diversity objectives and on an annual basis assessing the objectives and progress to achieving them
The Global Leadership Group	Accountability for setting and role-modeling the policies, practices and standards of behavior that create a positive and inclusive workplace culture.
Executive Vice President, Chief Human Resources Officer	Responsible for reporting to the CSL Board on this policy and the effectiveness of related diversity initiatives.
All CSL People Leaders	Responsible for creating an inclusive workplace environment where all employees are respected, valued and able to freely share their perspectives, experiences and ideas.
All Employees	Responsible for contributing to a culture where individual differences are understood, respected and valued.

5. POLICY

CSL is an inclusive workplace free from discrimination. Our commitment to diversity and inclusion extends across all areas of our business, including how we:

- Attract, recruit and select talent
- Embed diversity initiatives into our broader talent management processes in order to support the development of all talent, and to increase the representation of women in management roles
- Recognize that all employees have a wealth of knowledge, skills and ideas to contribute
- Provide learning and development opportunities in a way that maximizes fair and equitable access to all employees
- Adhere to remuneration principles to ensure 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
- Ensure a robust performance management framework and process

- Plan for succession and ensure that we build, accelerate and support a sustainable pipeline of talented employees
- Support employees in balancing their work commitments with their personal commitments and interests at different career and life stages

6. MEASURABLE OBJECTIVES

The Board is responsible for setting measurable objectives for achieving gender diversity, and assessing progress against these objectives twice a year.

To build a more inclusive workplace and deliver against our Board objectives, as well as our desire to build a more inclusive workplace, we focus on a variety of priorities, which may include:

- Advancing women's education and opportunities in STEM careers
- Increasing diversity in senior leadership through talent acquisition and development strategies
- Building an inclusive culture where employees with diverse backgrounds are engaged and retained

7. INTERPRETATION

The Executive Vice President, Chief Human Resources Offices, will be the arbiter for interpretation and/or clarification of this Policy. Any questions regarding the applicability of this policy to any particular activity should be directed to the local CSL Legal department. Any omissions should also be brought to the attention of CSL Legal.

The Diversity Policy was adopted by the Board on 14 August 2018.