



DIVERSITY POLICY

The Board of Directors ("**the Board**") of Advance NanoTek Limited ACN 079 845 855 ("**the Company**") has adopted the following Diversity Policy.

1. The Company is an equal opportunity employer and supports the principle of equal employment opportunity for all staff at all levels of employment.
2. The Company is committed to providing a working environment which is free from discrimination, bullying, victimisation, harassment and sexual harassment in accordance with Commonwealth and State Legislation.
3. Recruitment practices are in place whereby a diverse range of candidates are considered and no conscious or unconscious bias occurs in the selection of candidates.
4. The Board of Directors will review its Diversity Policy annually.
5. There are no women currently on the Board. The company only has 13 employees and currently employs approximately 46% women within the organisation.