

ADVANZ PHARMA

DIVERSITY POLICY

1. OVERVIEW

Workplace diversity refers to the diverse thinking, skills, experience and working styles of men and women from different backgrounds. Diversity includes, but is not limited to, gender, age, ethnicity and cultural background.

The board of directors (the “**Board**”) of Advanz Pharma (the “**Corporation**”) recognizes that a diverse workforce will promote an inclusive work culture, enhance innovation, increase productivity, and that a diverse workforce is important to achieving the Corporation’s vision of ensuring patients continue to have access to high quality established and niche medicines. The Corporation is therefore committed to promoting an environment that embraces diversity and reflects the Corporation’s current core values of integrity, openness, global teamwork, entrepreneurship and decision making.

The Corporation believes promotion of diversity is best served through careful consideration of all of the knowledge, experience, skills and backgrounds of each individual candidate for director in light of the needs of the Board without focusing on a single diversity characteristic and, accordingly, has not adopted targets regarding gender diversity on the Board.

This diversity policy (the “**Policy**”) sets out the Corporation’s approach to promoting diversity.

2. COMMITMENT

The Corporation is committed to achieving the following through this Policy:

- upholding a merit-based appointment process by accessing a broad pool of diverse candidates; and
- recruitment and retention of a diverse workforce by promotion of programs that assist in the development of a broader pool of skilled and experienced employees.

3. IMPLEMENTATION

The Corporation will undertake the following to promote diversity:

- take a merit-based approach to the selection of employees, senior management and the Board with an emphasis on promoting diversity at all levels of the Corporation, and use external experts where necessary, including to identify women directors for potential nomination to the Board and/or for appointment to senior management; and
- on an annual and cumulative basis, track the Corporation’s progress in achieving the objectives of this Policy.

4. REVIEW PROCEDURE

The Corporation will annually review and report to the Board on the implementation of this Policy, including with reference to relevant industry standards or benchmarks (where possible and applicable). The Nominating and Corporate Governance Committee (the “Committee”) will review this Policy on a periodic basis and report to the Board on the effectiveness of the Policy.

5. COMPLIANCE

This Policy applies to all employees and directors. Anyone found in breach of this Policy may be subject to disciplinary action, including termination.

6. DISCLOSURE

The Corporation will report on the progress in achieving these objectives in its annual report or corporate governance statement in its annual management information circular. The Corporation will also comply with the disclosure requirements set out in National Instrument 58-101 - *Disclosure of Corporate Governance Practices*.