

ENVIRONMENTAL
SOCIAL
GOVERNANCE

Disclosure Report



Genetic Technologies

Baseline ESG report (27 October 2023)

Report generated on 27 Oct 2023  SOCIALSUITE

Environmental, Social, and Governance (ESG)

Genetic Technologies (“GTG” or the “Company”) is committed to the principles of ESG as the most effective means of creating long-term enterprise value and addressing the societal priorities enshrined in the United Nations’ Sustainable Development Goals. In May 2023, we made a commitment to commence reporting on the Environmental, Social, and Governance (ESG) disclosures of the Stakeholder Capitalism Metrics (SCM) of the World Economic Forum (WEF).

We are in the process of making ESG disclosures in the form of a set of universal, comparable ESG metrics focused on people, planet, prosperity and principles of governance that organisations can report on regardless of industry or region. This table represents our reporting against the 21 core metrics, being reviewed quarterly and updated periodically.

We use this universal ESG framework to align our mainstream reporting on performance against ESG indicators. By integrating ESG metrics into our governance, business strategy, and performance management process, we diligently consider all pertinent risks and opportunities in running our business. We continue to look for opportunities for further transparency on the topics which are material to our business.

To track our disclosure progress and demonstrate our sustainability performance against the WEF SCM framework we utilise Socialsuite’s ESG disclosure platform. Socialsuite ESG enables us to demonstrate our ongoing commitment to ESG by providing a dedicated solution to track, report, and share our ESG disclosures. With Socialsuite ESG we have started the journey of building robust ESG credentials.

Last updated: 27/10/2023

Governance

GOVERNING PURPOSE

Setting purpose

CODE	TYPE	STATUS	LAST UPDATED
GO-01-C1	Full disclosure	Verified	17 Oct 2023

Genetic Technologies Limited (ASX: GTG; Nasdaq: GENE) is a diversified molecular diagnostics company. A global leader in genomics-based tests in health, wellness and serious disease through its geneType and EasyDNA brands. GTG offers cancer predictive testing and assessment tools to help physicians to improve health outcomes for people around the world.

QUALITY OF GOVERNING BODY

Governance body composition

CODE	TYPE	STATUS	LAST UPDATED
GO-02-C1	Full disclosure	Verified	17 Oct 2023

The Board and management of Genetic Technologies are committed to achieving and demonstrating the highest standards of corporate governance.

During the financial year ended 30 June 2023, the Company continued to review and enhance its governance policies and practices and the governance framework in line with best practice. The Company's corporate governance policies will continue to be under regular review due to the ever changing regulatory environment and the desire for the Company to operate at the highest governance levels possible.

Reference is made to the Corporate Governance Principles and Recommendations (4th Edition) issued by the ASX Corporate Governance Council.

The Board supports all of the concepts covered by the Principles and Recommendations. The Board are however realistic with respect to the relative size and nature of the Company and have addressed the Principles and Recommendations accordingly. The

Company endeavours to ensure exceptions to the guidelines do not negatively impact the best interests of shareholders.

While in most respects the Company complies with the Principles and Recommendations, it is recognised that the development and implementation of policies and practices is an ongoing process that evolves with the needs of the business and its stakeholders.

The Board routinely reviews whether the Directors as a group have the skills, knowledge and familiarity with the Group and its operating environment required to fulfil their role on the Board and on Board committees effectively and, where any gaps are identified, considers what training or development, (or further Board / external advisor appointments) could be undertaken to fill those gaps. To further assist in and formalise this process, the Board has developed a Skills Matrix which encapsulates the core competencies required.

In June 2023, the Board of GTG has the following composition:

- 4 Male Board Members
- 100% are Non-executive directors
- 100% Independent directors.

Genetic Technologies has also developed a Board Charter (linked below), which outlines the manner in which the respective roles and responsibilities of its Board and management will be exercised and discharged having regard to principles of effective corporate governance.

See Also: [Board Charter](#)

STAKEHOLDER ENGAGEMENT

Material issues impacting stakeholders

CODE	TYPE	STATUS	LAST UPDATED
GO-03-C1	Partial disclosure	Verified	17 Oct 2023

Genetic Technologies understands the significance of identifying and addressing material issues that may have an impact on its stakeholders. The company is committed

to maintaining transparency and fostering open and honest communication regarding these matters.

The Company is dedicated to providing shareholders with information in a manner that is fair, prompt, and cost-effective. To ensure compliance with the ASX Listing Rules and the NASDAQ, the Company has established a Continuous Disclosure Policy and Shareholder Communication Policy, which aim to facilitate effective communication with shareholders and can be accessed on the Company's website.

Information is readily accessible to its shareholders and the public via its website: www.genetype.com. The website is regularly reviewed and updated with current information. To further engage with stakeholders, the Board provides information to shareholders via a variety of channels, including:

- Announcements are directly released and promptly posted on the website.
- The Annual General Meeting (AGM) allows shareholders to communicate with the Board, ask questions, and receive updates on the Company's businesses and trading.
- The CEO meets and communicates with shareholders and potential investors to address their concerns and report back to the Board.
- Material price sensitive information that has not been disclosed to the market is not discussed during these meetings.
- Other Non-executive Directors or the CFO may attend investor meetings upon request.

The Company has also established a means by which users can provide their feedback, and where they also have the option to register their email address to receive direct email updates on Company matters.

See Also: [Continuous Disclosure Policy](#), [Shareholder Communication Policy](#)

ETHICAL BEHAVIOUR

Anti-corruption practices

CODE	TYPE	STATUS	LAST UPDATED
GO-04-C1	Full disclosure	Verified	17 Oct 2023

Genetic Technologies maintains its commitment to upholding high ethical standards and preventing corruption across all aspects of its operations. The company places utmost

importance on honesty and integrity, considering them as fundamental pillars of its core values. Engaging in any form of bribery or corruption contradicts these foundational principles.

We have developed an Anti-Bribery and Corruption Policy (ABC) which outlines our expectations for ethical behaviour, the reporting mechanisms, and consequences for non-compliance. This can be found on GTG's website and is also linked below.

The Company understands that a holistic approach must be taken when addressing anti-bribery and corruption, and as such, provides regular and appropriate training to all senior managers and other relevant Personnel on how to comply with this ABC Policy, including how to identify and report potential corruption risks and incidents, and the consequences of engaging in corrupt practices. However, it is the responsibility of all Personnel to ensure that they read, understand, and comply with this ABC Policy.

We have not had any corruption-related incidents to report in the past year. However, we remain vigilant and maintain our commitment to anti-corruption practices.

See Also: [Anti-Bribery-and-Anti-Corruption-Policy](#)

RISK AND OPPORTUNITY OVERSIGHT

Integrating risk and opportunity into business process

CODE	TYPE	STATUS	LAST UPDATED
GO-05-C1	Full disclosure	Verified	17 Oct 2023

Genetic Technologies recognises the importance of effective risk management and has established various mechanisms to ensure its proper oversight. The Board of Directors has formed an Audit & Risk Committee, which assists the Board in evaluating the adequacy and effectiveness of the company's risk management framework. This committee is responsible for identifying, assessing, monitoring, and managing material business risks. GTG has also developed a comprehensive Risk and Compliance Policy that promotes a proactive approach to risk management.

The Audit & Risk Committee monitors the company's risk management activities by overseeing management's evaluation, management, monitoring, and reporting of material business risks. The committee reviews the framework and methodology for risk

identification, the company's risk tolerance, risk management practices, and auditing processes. It also reviews company-wide objectives in the context of corporate risks and approves guidelines and policies governing risk identification, assessment, and management. Additionally, the committee reviews financial authorities and compliance with agreed policies and makes appropriate recommendations to the Board.

In its Annual Reports, Genetic Technologies outlines its key economic, environmental, and social sustainability risks under the "Material Business Risks" section.

Overall, Genetic Technologies prioritises risk management and has established a framework that involves the Board, the Audit & Risk Committee, and management in ensuring the identification, assessment, monitoring, and management of risks throughout the Company.

See Also: [Audit & Risk Committee Charter](#)

ETHICAL BEHAVIOUR

Mechanisms to protect ethical behaviour

CODE	TYPE	STATUS	LAST UPDATED
GO-04-C2	Full disclosure	Verified	17 Oct 2023

Genetic Technologies is fully committed to upholding ethical principles and preventing unethical conduct across all our operations. To achieve this, we have implemented a range of measures, including the adoption of a comprehensive Whistleblower Policy, which can be accessed via the provided link or on our website. This policy aims to create a safe and secure environment for individuals to voice their concerns without any fear of reprisal or detrimental consequences.

As outlined by the Whistleblower Policy, Eligible Whistleblowers who wish to report Disclosable Matters internally may raise their concerns with their supervisors, directors or senior managers in the first instance. However, if Eligible Whistleblowers are not comfortable reporting, or feel it is inappropriate to report, the Disclosable Matters through standard internal communication channels, they may contact the Whistleblower Protection Officer via telephone or email.

There are also mechanisms by which Eligible Whistleblowers can maintain anonymity.

This includes:

- adopting a pseudonym.
- communicating anonymously via telephone or through email by creating an anonymous email address from which to send their report of the Disclosable Matters.
- refusing to answer any question that the Eligible Whistleblower believes could reveal their identity.

See Also: [Whistleblower Policy](#)

Planet

CLIMATE CHANGE

GHG emissions

CODE	TYPE	STATUS	LAST UPDATED
PL-01-C1	Explanation	Verified	17 Oct 2023

We do not currently measure our GHG emissions but will look to complete a GHG Inventory as and when operations progress and it proves necessary to measure and mitigate our impact.

NATURE LOSS

Land use and key biodiversity areas

CODE	TYPE	STATUS	LAST UPDATED
PL-02-C1	Explanation	Verified	27 Oct 2023

The Company's land use has been identified as the premises from which the Company conducts its business. Australian offices are located in Melbourne & Brisbane, the company's U.S. office is located in North Carolina, the company's U.K. operations are run from a small office located in Hove, and the company's EasyDNA brand direct to consumer operations are largely directed from the office established in Malta.

As a result, this metric is not considered to be material to our operations.

FRESHWATER AVAILABILITY

Water consumption

CODE	TYPE	STATUS	LAST UPDATED
PL-03-C1	Explanation	Verified	24 Oct 2023

Water is consumed at office locations in Australia (Melbourne & Brisbane), U.K., U.S., and Malta. Water is consumed at higher levels at the company's laboratory operations in Melbourne Australia. While we have not specifically reported this water consumption, it is not estimated to be significantly more than residential water consumption levels.

Therefore this metric is not considered to be material to our operations at this point in time.

CLIMATE CHANGE

TCFD implementation

CODE	TYPE	STATUS	LAST UPDATED
PL-01-C2	Explanation	Verified	17 Oct 2023

Currently, in Australia, the reporting and adoption of the recommended framework by TCFD (Task Force on Climate-related Financial Disclosures) are not obligatory. Genetic Technologies presently does not report using the TCFD framework metric, and at this stage, it does not consider the metric to be of significant importance.

Nevertheless, GTG acknowledges the increasing expectations from stakeholders, including investors, governments, customers, and the community, regarding the assessment and disclosure of climate-related risks. Therefore, if the need arises in the future, GTG will explore the disclosure of climate risk in accordance with the TCFD framework's recommendations.

People

DIGNITY AND EQUALITY

Diversity and inclusion

CODE	TYPE	STATUS	LAST UPDATED
PE-01-C1	Full disclosure	Verified	17 Oct 2023

The Company values diversity and recognises the benefits it can bring to the organisation's ability to achieve its goals. Accordingly, the Company has developed and introduced a diversity policy which outlines its diversity objectives in relation to gender, age, cultural background, ethnicity and other factors. It includes requirements for the Board to establish measurable objectives for achieving diversity, and for the Board to assess annually both the objectives, and the Company's progress made in achieving them.

In accordance with the Company's Diversity Policy and ASX Corporate Governance principles, the Board has established various objectives in relation to gender diversity. The aim is to achieve these objectives over the coming years as relevant positions become vacant and appropriately skilled candidates are available.

As of June 30, 2023, the gender diversity breakdown within the group is as follows:

Total staff: 69% female, 31% male

Senior management: 44% female, 56% male

Board: 0% female, 100% male

See Also: [Diversity Policy](#):

HEALTH AND WELL-BEING

Health and safety

CODE	TYPE	STATUS	LAST UPDATED
PE-02-C1	Full disclosure	Verified	27 Oct 2023

The Board is responsible for ensuring the health, safety and well-being of employees in conjunction with the senior management team, including developing, overseeing and reviewing the effectiveness of the Company's occupational health and safety systems to assure the well-being of all employees. The Company has established an Occupational Health and Safety Committee. The committee members meet regularly to discuss health, safety and well-being matters and remain proactive in this area.

Two members of staff have been undertaken first-aid training at the Company's expense and are the nominated first responders if an incident were to take place at the workplace.

There were 0 reported fatalities, high consequence work-related injuries, or recordable work-related injuries in the past 12 months.

SKILLS FOR THE FUTURE

Training provided

CODE	TYPE	STATUS	LAST UPDATED
PE-03-C1	Partial disclosure	Verified	17 Oct 2023

To achieve long-term sustainability and retention of staff, the Company provides periodic training to employees and managers.

The Company understands that investing in the development of its people leads to improved company performance and enhanced employee satisfaction and human capital.

DIGNITY AND EQUALITY

Pay equality

CODE	TYPE	STATUS	LAST UPDATED
PE-01-C2	Partial disclosure	Verified	27 Oct 2023

Genetic Technologies is committed to the principle of fair and ethical compensation, recognising that diversity can only be achieved by promoting equal pay and suitable

remuneration for similar roles.

The Company is dedicated to fostering a workplace environment that maximises growth opportunities for all employees, regardless of their gender, ethnicity, or other diversity markers. While objectives on pay equality have not been explicitly set, we are considering these for the future. Our ultimate goal is to enhance long-term competitiveness and strengthen employee retention.

To recognise the importance of our staff's contribution to GTG's success, the Company has recently implemented a policy of the paying staff superannuation during any period of maternity/paternity leave. Staff will be paid superannuation at the level they received superannuation just prior to the period of their leave, in-line with the Superannuation Guarantee legislation (in Australia). A similar policy is being developed for the Company's staff in the U.S., the U.K., and Malta.

DIGNITY AND EQUALITY

Wage level

CODE	TYPE	STATUS	LAST UPDATED
PE-01-C3	Partial disclosure	Verified	17 Oct 2023

The Board has established a Remuneration Committee which is structured so that the Committee is chaired by an Independent Director and consists of three members all whom are all Independent Directors.

The remuneration policy, which sets the remuneration terms and conditions for the CEO and other senior executives, is developed by the Remuneration Committee and approved by the Board.

The Remuneration Committee is empowered to investigate any matter brought to its attention and has direct access to any employee or any independent experts and advisors as it considers appropriate in order to ensure that its responsibilities can be carried out effectively.

The wage level is an essential factor in supporting the well-being of our employees and their families. While the Company understands the significance of wage level reporting, specific wage-related metrics have not been disclosed in this report due to sensitivity

and confidentiality concerns surrounding individual employee data. The Company adheres to all relevant employment laws and regulations to ensure employees receive competitive and fair wages. In the future, the Company may explore methodologies to provide aggregated and anonymized data on wage levels without compromising individual privacy.

See Also: [Remuneration Committee Charter](#)

DIGNITY AND EQUALITY

Child, forced or compulsory labour

CODE	TYPE	STATUS	LAST UPDATED
PE-01-C4	Explanation	Verified	17 Oct 2023

GTG is committed to preventing modern slavery in all its forms, including forced labour, human trafficking, and other forms of exploitation. We recognise that modern slavery is a serious human rights violation and a significant risk to our business and supply chain.

Due to relatively small size of our operations we do not currently have a formalised Modern Slavery Policy. We will look to assess the necessity and appropriateness of adopting one in the future.

Prosperity

EMPLOYMENT AND WEALTH GENERATION

Rate of employment

CODE	TYPE	STATUS	LAST UPDATED
PR-01-C1	Explanation	Verified	17 Oct 2023

GTG's Board understands that employment and job creation are key drivers of economic growth and serve as fundamental indicators of a company's ability to attract and retain talent. The Company values our employees and their contributions to our success. While the rate of employment is an essential metric, the Company has not disclosed specific employment data in this report. We will revisit disclosure of this data in future reports.

INNOVATION OF BETTER PRODUCTS AND SERVICES

Total R&D expenses

CODE	TYPE	STATUS	LAST UPDATED
PR-02-C1	Partial disclosure	Verified	24 Oct 2023

GTG conducts significant R&D on expanding the company's suite of serious disease risk assessment tests (including cancer) as well as the improving the performance of existing tests.

The financial investment in the Company's R & D is evidenced by the R & D Tax Incentive claim for the 2022 financial year, with \$4.5m of expenditure claimed.

Further details of Genetic Technologies' total R&D expenses can be reviewed in the Annual Report, ending 30 June 2023 (see link below).

See Also: [2023 Annual Report](#)

COMMUNITY AND SOCIAL VITALITY

Total tax paid

CODE	TYPE	STATUS	LAST UPDATED
PR-03-C1	Explanation	Verified	24 Oct 2023

Detailed information disclosing the total tax paid by GTG can be found in the Annual Report, ending 30 June 2023 (see link below).

See Also: [2023 Annual Report](#)

EMPLOYMENT AND WEALTH GENERATION

Economic contribution

CODE	TYPE	STATUS	LAST UPDATED
PR-01-C2	Partial disclosure	Verified	24 Oct 2023

The details of GTG's financials and economic contribution can be found in the Annual Report, ending 30 June 2023 (see link below).

SS: The Economic Value Generated and Distributed (EVG&D) of FY23 can be seen below (in AUD):

- Revenue 2023 \$8.7m
- Operating Expenditure 2023 \$22.7m
- Employee benefits expense 2023 \$6.2m
- Payments for investing activities 2023 \$320k

See Also: [2023 Annual Report](#)

EMPLOYMENT AND WEALTH GENERATION

Financial investment contribution

CODE	TYPE	STATUS	LAST UPDATED
PR-01-C3	Full disclosure	Verified	27 Oct 2023

The details of GTG's financial investment contribution can be reviewed in the Annual Report, ending 30 June 2023 (see link below). Cash flows for investments are detailed in the company's Consolidated Statement of Cash Flows, while notes 14, 15, & 16 to the Consolidated Statement of Financial Position provide details of the Company's investment in Property, Plant and Equipment and Intangible Assets.

No dividend payments were declared during the financial year.

See Also: [2023 Annual Report](#)