



Diversity Policy

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DIVERSITY POLICY

Scope of Policy

REVA Medical, Inc. (“REVA” or the “Company”) recognizes the value of diversity in achieving the Company's corporate objectives and maximizing value to its shareholders and, therefore, is committed to promoting diversity within the Company.

This Diversity Policy (the “Policy”) applies to the Company's board of directors (the “Board”), senior management, employees, and contractors to the Company. Diversity within the Company is achieved through a blend of different experiences, perspectives, skills, genders, ages, ethnicity, and cultural and social backgrounds across all levels of the Company.

Achieving diversity on our Board and within our workforce means we:

- encourage greater innovation by drawing on different perspectives, experiences, and ideas;
- improve the quality of decision-making, productivity, and teamwork among our employees;
- experience higher employee engagement and are likely to increase employee retention; and
- maintain a reputation for good corporate governance practices that are socially and economically responsible.

To this end, we aim to promote and implement diversity strategies:

- in our employment practices, including recruiting the right employees from a diverse pool of talented candidates, using selection criteria for Board members that allow for a diversity of candidates while continuing to focus on the necessary skills and experience;
- across all components of the Company's business policies and practices, including those related to employment, business conduct and ethics, and anti-discrimination so that our policies, procedures, and culture enable and support a diversity of employees; and,
- in our development and training programs, including any and all education programs, mentoring programs, and community and corporate social responsibility initiatives.

We aim to provide equal opportunities to our workforce based on merit, while facilitating a corporate culture that values diversity. We will measure our achievements in this regard and our employees' achievements related to diversity. We will reward conduct that achieves, encourages, and fosters this culture and conduct that contributes to the Company's meeting its diversity objectives.

Diversity Framework

This policy, along with our Code of Business Conduct and Ethics and our Nominating and Corporate Governance Committee Charter, sets a framework for employee behavior and establishes the need for reporting procedures in relation to diversity.

While REVA is in a development stage, it aspires to achieve the objectives set out in this Policy and aims to embed a strong diversity framework within its systems and culture so that its ability to benefit from the value of diversity is maximized as the Company continues to grow. The Company is committed to expanding its diversity policy as develops.

Measurable Objectives and Reporting

The Board adopts measurable objectives to assist the Company to achieve diversity and each year it reviews the effectiveness of the objectives and the Company's progress in meeting the objectives. The Board will disclose in the Annual Report for each financial year:

- the objectives it has adopted and its progress in achieving those objectives, and
- the relative proportion of women employees to men across the Company, including at senior management positions and on the Board.

Employee Responsibilities

All employees at all levels in the Company are responsible for supporting diversity within the Company's culture and complying with all policies and procedures. REVA expects management in particular to promote this culture and to set an example that can be followed by all other employees.

Board Responsibilities

The Board has delegated authority to its Nominating and Corporate Governance Committee (the "Committee") to set and monitor the measurable objectives and other diversity-related initiatives and to assess the Company's achievements regarding diversity. The Committee will, among other tasks set out in its charter:

- recommend measurable diversity objectives for the Board to adopt;
- on an annual basis, assess performance against the objectives as well as assess the appropriateness of the objectives and whether new objectives are required;
- on an annual basis, report to the Board on the assessment and status of diversity within the Company (including the relative proportions of women to men employed throughout the organization, at the senior management level, and on the Board);
- review the skills and experience of the Board and recommend selection criteria for new Board members; and
- assist in identifying and recruiting new Board members.