



OzForex Group Limited Diversity Policy

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Diversity Policy Statement

The Company is a forward thinking and dynamic organisation that holds its people in the highest regard and considers them to be its greatest asset.

The Company values and is proud of its strong and diverse workforce and is committed to developing a workplace culture that creates an environment of trust, builds mutual respect, fosters inclusiveness, promotes diversity and embraces the unique skills and qualities of all our employees.

The Company is committed to supporting and further developing this diversity through attracting, recruiting, engaging, rewarding and retaining diverse talent and aligning the Company's culture and management systems with this commitment.

The Company is committed to harnessing the strength of diversity of culture, gender, race, ethnicity and beliefs to best position the Company as a world leader as it expands globally.

Key Strategies

The Company is committed to providing and promoting a workplace culture which embraces diversity in line with the diversity policy statement and aims to do so via:

- i. ensuring all employees are treated with dignity and respect;
- ii. providing a fair, inclusive, supportive, flexible, safe and rewarding workplace;
- iii. promoting the principles of merit and fairness when making decisions about recruitment, selection, training and development, promotion, reward, remuneration and flexible work arrangements;
- iv. having an overall transparent process for the review and appointment of senior management positions and Board members;
- v. recruiting from a diverse pool of qualified candidates, engaging a professional search/recruitment firm, advertising vacancies widely, making efforts to identify prospective employees who have diversity attributes and ensuring diversity of members on the selection/interview panel when selecting and appointing new employees (including senior management) and new Board members;
- vi. embedding the importance of diversity within the Company's culture by encouraging and fostering a commitment to diversity by leaders at all levels whilst recognising that diversity is the responsibility of all employees;
- vii. recognising that employees may have personal and family responsibilities; and
- viii. continuing to review and develop strategies, policies and procedures to ensure diversity within the Company.

Key Initiatives & Programs

The Company also aims to introduce and/or maintain the following programs and initiatives to support diversity and an inclusive culture within the Company:

- i. coaching and mentoring programs;
- ii. career opportunity and targeted professional development programs including those aimed at helping employees develop skills and experience in preparation for senior management and board positions;
- iii. work life balance policies including flexible work options, return to work programs and the like; and
- iv. networking opportunities.

Measurable Objectives

The Company will set and implement measurable objectives to achieve diversity.

Management will develop, for approval by the Board or its relevant sub-committee, as appropriate the measurable objectives.

At least annually, management will monitor, review and report to the Board (including via the Remuneration and Nomination Committee) on the achievement of these matters, gender diversity and the Company's progress under this policy more broadly.

Communication

In order to promote transparency and accountability and to further the objectives of this policy the Company will:

- i. post a copy of the policy or a summary of it on its website; and
- ii. disclose a copy of the policy or a summary of it in the Company's annual report.

Compliance Requirements

The Company is committed to meeting its obligations with respect to 'Diversity' under the ASX Corporate Governance Principles and Recommendations (2nd Edition) (**ASX Recommendations**) and any other applicable regulatory requirements, including by:

- i. establishing this policy (pursuant to ASX Recommendation 3.2);
- ii. establishing measurable objectives for achieving gender diversity (pursuant to ASX Recommendation 3.2);
- iii. the Board annually assessing the measurable objectives and the Company's progress in achieving them (pursuant to ASX Recommendation 3.2);
- iv. disclosing this policy or a summary of it on the Company's website and in its annual report (pursuant to ASX Recommendations 3.2 and 3.5);

- v. disclosing the measurable objectives and progress in achieving them in its annual report (pursuant to ASX Recommendation 3.3);
- vi. disclosing the proportion of women employees in the Company, women in senior executive positions and women on the Board in its annual report (pursuant to ASX Recommendation 3.4);
- vii. adopting a formal and transparent procedure for the selection, appointment and re-appointment of directors to the Board (pursuant to ASX Recommendation 2.4); and
- viii. including in the corporate governance statement in the Company's annual report a statement as to the mix of skills and diversity that the Board is looking to achieve in membership of the Board (pursuant to ASX Recommendation 2.6).

The Company Secretary is responsible for ensuring the Company meets its compliance and reporting obligations referred to above.

Responsibilities

All employees have an ethical and legal responsibility to maintain an environment that is safe, respectful and productive. Everyone has a right to be treated fairly within the workplace in an environment that recognises and accepts diversity.

Employees

- Comply with all anti-discrimination and workplace diversity legislation.
- Recognise the value of contributions from others and acknowledge the perspectives and ideas of employees from diverse backgrounds in an effort to improve the quality of business outcomes.
- Participate in workplace diversity training opportunities.
- Conduct business consistent with the values and code of conduct by treating everyone with courtesy and respect.
- Abide by this policy.

Managers

- Provide a positive example by modelling the values and code of conduct.
- Promote and support a diverse workplace where a range of backgrounds is both recognised and valued and is free from discrimination and harassment.
- Adhere to the merit principle and apply workplace diversity in selection processes, training and development, promotion, reward, recognition and remuneration.
- Participate in workplace diversity training opportunities and encourage employees to attend.
- Implement and abide by this policy and assist employees in understanding its importance and ensuring its achievement.

Senior executives

- The CEO and their direct reports are responsible for the implementation of this policy and monitoring compliance with it.

- The Head of Human Resources is responsible for the administration of the policy (including in relation to reporting to the Board or its relevant sub-committee as appropriate).

Board

The Board is ultimately accountable for this policy.

Amendments to this policy

The Company may discontinue or amend any part or the whole of this policy from time to time at its absolute discretion.

Miscellaneous

Amendments to this policy

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Review of this policy

- i. External reviews of this policy may be undertaken at the request of the Board.
- ii. A copy of this policy (or a summary of it) will be made available on the Company's website and ASX to the extent necessary.

Endorsement

The Company is committed to this policy and its implementation and to ensuring that diversity is achieved throughout the Company.

No obligation

No statement in this policy shall be taken, interpreted or construed so as to endorse:

- i. the principal criteria for selection and/or promotion of people to work within the Company being other than their overall relative prospect of adding value to the Company and enhancing the probability of achievement of the Company's objectives;
- ii. any discriminatory behaviour by or within the Company contrary to the law or foreign jurisdiction or any applicable codes of conduct or behaviour for the Company and its employees; and
- iii. any existing person within the Company being prejudiced by this policy in relation to their employment and/or career development or otherwise, merely because their personal diversity attributes at any time may be more, rather than less, common with others' diversity attributes.