



MA Financial Group

# MA Diversity and Inclusion Policy

August 2022



## 1. Overview Purpose and Scope

MA Financial Group Limited (**MA Financial Group**) recognises that people are its most important asset and that attracting and retaining high calibre people is critical to meeting its objectives.

MA Financial Group seeks to deliver sustained long-term value and performance for our shareholders. As a people and ideas led organisation, we do this by empowering our people through a culture of growth, cohesion, enterprise and accountability. Diverse thinking is a critical enabler of each of our core values and behaviours.

Diversity at MA Financial Group involves respecting and valuing a wide range of differences including gender, ethnicity, disability, age, religion, sexual orientation, and educational and work experience.

The purpose of this Diversity & Inclusion Policy (**Policy**) is twofold:

1. To outline MA Financial Group's commitment to its diversity objectives and to provide a framework for advancing its diversity goals; and
2. To review, monitor and report against MA Financial Group's objectives.

This policy is applicable to all employees of MA Financial Group, including all employees of its subsidiaries. It does not form part of an employee's conditions of employment and may be changed or replaced by MA Financial Group at any time.

## 2. Diversity Principles

MA Financial Group will use this Policy as framework to facilitate meeting its diversity, including gender diversity, objectives. The key principles which MA Financial Group applies in setting specific objectives and initiatives comprise:

1. Recruit and retain an appropriately diverse and skilled workforce and Board to facilitate achieving or exceeding business objectives
2. Leadership team proactively demonstrating a commitment to diversity through modelling inclusive behaviour
3. Providing a work environment that values and fully utilises the perspectives and experiences of all employees and directors.
4. Ensuring all practices relating to recruitment, retention, development, promotion and pay are fair and equitable, and do not discriminate on the grounds of any protected attribute.

## 3. Promoting Diversity and Inclusion

MA Financial Group has determined the following initiatives to assist with the achievement of its diversity objectives:

- Revitalisation of the People Inclusion and Investment Committee, comprising representatives from across the business, whose purpose being to actively drive an agenda promoting Diversity, Belonging, Transparency and Care.
- Establishing recruitment processes which draw on a diverse pool of candidates for all positions, including Board and senior management appointments
- Incorporating Leadership Development as a core stream within the MA Academy.
- Non-financial metrics for senior personnel and leadership team which hold them accountable for modelling behaviours and attitudes which reflect our values. Up to 16 weeks paid parental leave for eligible employees who will be the primary care giver and up to 4 weeks paid parental leave for the secondary caregiver
- Financial childcare support for eligible female staff returning to work from parental leave
- Annual process in remuneration review and discretionary bonus setting includes review and elimination of any identified gender pay gaps for comparable roles.

## 4. Measurable Objectives

The following objectives have been ratified by the MA Financial Group Board:

OBJECTIVES/ QUANTITATIVE TARGETS	TARGET
Achieve a female employment rate of 50% across the business.	Achieve and retain 50%
Achieve a female employment rate of 40% in Senior Executive and above roles *Senior Executives include all employees with a title of VP, ED, MD or functional equivalent.	40%
Achieve a female representative rate of 30%	30%
Achieve a CALO status which is reflective of the Australian multicultural community (48% have at least 1 parent born overseas)	48%

## 5. Reporting

MA Financial Group will submit an Annual Report to the Workplace Gender Equality Agency, ensuring compliance with its obligations under the Workplace Gender Equity Act 2012.

Management will monitor and report to the Board annually on MA Financial Group's progress against the measurable diversity objectives and the Board will assess MA Financial Group's progress against these objectives upon receipt of that report.

The Board will review annually the Measurable Objectives and this Policy.

MA Financial Group's annual Corporate Governance Statement or MA Financial Group's Annual Report will set out:

- The Measurable Objectives that MA Financial Group has set for the period to achieve gender diversity; and
- The proportion of men and women employed by MA Financial Group, in senior executive roles and at Board level.

