



MA Financial Group

MA Diversity Policy



1. Overview

The Board of directors of MA Financial Group Limited (**Company**) is responsible for the overall management of the Company, including guidance as to strategic direction, ensuring best practice corporate governance and oversight of management. The Company recognises that people are one of its most important assets and is committed to the maintenance and promotion of workplace diversity. The Company's vision for diversity incorporates a number of different factors, including gender, ethnicity, disability, age and educational experience.

Diversity drives the Company's ability to attract, retain, motivate and develop the best talent, create an engaged workforce, deliver the highest quality services to its customers and continue to grow the business. The Board believes that a commitment to workplace diversity at every level of the organisation will provide the Company with the best opportunity to continue to deliver market leading financial services products and solutions to an ever increasingly global client and investor base.

The Board has formally approved this MA Diversity Policy (**Policy**) in order to review, monitor and address the diversity of the Company's workforce at the Board, senior management and employee levels.

2. Scope

At a Board and senior management level, workplace diversity has been identified as a key area of focus for the Company. Accordingly, the primary focus of this Policy is achieving continued and increasing workplace diversity across all levels of the Company

The Company aims to achieve greater diversity by:

- Setting measurable objectives relating to workplace diversity at all management and leadership levels (including the Board);
- Broadening the field of potential candidates for all positions through providing a workplace that is inclusive of all individuals;
- Promoting the benefits of workplace diversity to all employees by providing a safe and collaborative work environment where individuals performance and contribution are assessed fairly and equitably; and
- Embedding the extent to which the board has achieved the objective of this policy in the evaluation criteria for the annual board performance evaluation.

3. Promoting diversity

In order to facilitate greater diversity in management and leadership roles, the Company will:

- Introduce and supplement the measures outlined in this Policy;
- Implement policies which address impediments to diversity in the workplace (including parental leave and flexible working arrangements that assist employees to fulfil their domestic responsibilities), and review these policies to ensure that they are available to and utilised by both men and women; and
- Monitor the effectiveness of, and continue to expand on, existing initiatives designed to identify, support and develop talented employees from a diverse range of backgrounds.

4. Measurable objectives

Each year the Remuneration and Nomination Committee will set measurable objectives with a view to progressing towards increased workplace diversity across the Company workforce.

Performance against these objectives will be reviewed annually by the Board, as part of its annual review of the effectiveness of this Policy.

5. Diversity representation review

On an annual basis, the Board will review the diversity of the Company's workforce having regard to the gender, nationality, ethnicity, disability, age and educational experience of its employees at all levels.

The Company will, if applicable, the Company's most recent '*Gender Equality Indicators*' as defined by the *Workplace Gender Equality Act 2012 (Cth)*.

6. Recruitment, selection and succession planning

6.1 Succession planning

The Remuneration and Nomination Committee is responsible for the development and succession planning process for the Chief Executive Officer (**CEO**) and the CEO's direct reports. In discharging this responsibility, the Remuneration and Nomination Committee will have regard to diversity criteria

6.2 Board appointment process

The Board will develop a Board appointment process, which includes selection criteria and outlines the selection process for Board positions. Selection criteria will include:

- Skills, expertise and background that add to and complement the range of skills, expertise and background of the existing directors
- Diversity; and
- The extent to which the candidate would fill a present need on the Board

In identifying qualified individuals for appointment to the Board, the Remuneration and Nomination Committee will have regard to these selection criteria

7. Disclosure of policy

A summary of this Policy and the Company's achievement of the Policy's objectives will be disclosed in the Company's Corporate Governance Statement

8. Review of policy

The Remuneration and Nomination Committee is responsible for the review and oversight of this Policy. In executing this role, the Remuneration and Nomination Committee will, with the appropriate support and input from management:

- Review on an annual basis:
 1. The effectiveness of this policy, its objective and the strategies outlined above, which aim to achieve the objective; and
 2. The division of responsibilities and accountability for developing and implementing diversity initiatives across the company; and
- Report to the board on the outcomes of its review, including any recommendations for changes to those strategies or the way in which they are implemented



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