



Policy

Diversity and Inclusion policy

Australian Finance Group Ltd (**Company**)
ACN 066 385 822

Version 2.0
Adopted by AFG Board on 24 May 2018

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Diversity and Inclusion Policy

1 AFG's Commitment

The Board of Directors of Australian Finance Group Ltd ACN 066 385 822 (**Company**) is committed to the maintenance and promotion of workplace diversity and inclusion. The Company aims to foster and maintain a diverse work environment, providing access to equal opportunities based on merit and promoting a culture of respect, where all employees regardless of their unique individual attributes have the opportunity to reach their full potential.

The Board has formally approved this Diversity and Inclusion Policy (**Policy**) to assist 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.

2 Scope

The Board, together with every employee within the Company, is responsible for supporting and maintaining the Company's corporate culture, including its commitment to diversity in the workplace.

3 Diversity at AFG

The Company recognises the importance of having a workforce that reflects the wide range of individuals, cultures and experiences represented in its stakeholder base. A diverse workforce can make more informed and innovative decisions by drawing on the broad range of ideas, experiences, approaches and perspectives.

Diversity at AFG focuses on gender, ethnicity/culture, sexual orientation and promoting flexible work practices to ensure employees with family and caring responsibilities are not barred entry or access to opportunity within the organisation.

Each year with the assistance of the Diversity & Inclusion Committee, the Board establishes measurable objectives for achieving and improving the diversity (including gender diversity) of the workforce. These objectives and the Company's progress towards achieving them are disclosed in the Annual Report. The Company's annual Workplace Gender Equality Report is also published on the Company's website.

The Diversity & Inclusion Committee is made up of a variety of employees from across the business, including the Chief Executive Officer. The Committee aims to drive inclusive behaviours across the organisation by;

- providing education and experiences to all employees to drive inclusive behaviour;
- developing and reviewing the organisations policies to promote diversity;
- actively monitoring diversity statistics; and
- ensuring that there are clear reporting processes and procedures in place to prevent and stop discrimination, bullying and harassment.

4 Board and Senior Executive Diversity

The Remuneration and Nomination Committee take into account the gender, background, business acumen and industry experience in all Board and Executive appointments and succession planning.

The Committee's policy for appointing new directors aims to ensure the Board is of a sufficient size and has the appropriate balance of skills and experience to meet the Company's current and future needs. The Committee's procedure for identifying, assessing and selecting candidates for appointment as directors is set out in the Committee's charter.

5 Disclosure of Policy

A summary of this Policy and the Company's achievement of the Policy's objectives will be disclosed in the Annual Report.

6 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 organisation; 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.