

# DIVERSITY, EQUITY AND INCLUSION POLICY

Adopted by the Board on 13 November 2024

## **Table of contents**

<b>1.</b>	<b>AFG's Commitment</b>	<b>3</b>
<b>2.</b>	<b>Scope</b>	<b>4</b>
<b>3.</b>	<b>Diversity, Equity and Inclusion at AFG</b>	<b>4</b>
<b>4.</b>	<b>Board and senior executive diversity</b>	<b>5</b>
<b>5.</b>	<b>Disclosure of Policy and objectives</b>	<b>5</b>
<b>6.</b>	<b>Review of Policy</b>	<b>5</b>
<b>7.</b>	<b>Policy History</b>	<b>6</b>

# Diversity, Equity and Inclusion Policy

Version 4.1

## 1. AFG's Commitment

The board of directors (**Board**) of Australian Finance Group Ltd ACN 066 385 822 (**AFG** or the **Company**) is committed to the maintenance and promotion of workplace diversity and inclusion for the Company and its controlled entities. 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 Company also aims to create an inclusive team culture characterised by openness and constructive challenge, where individuals feel respected, valued and supported.

The Board has formally approved this Diversity, Equity 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.

All AFG's policies and practices are intended to be read in line with, and reflect, AFG's purpose of a fairer financial future and core values (IACT) as set out below.



Core values:

- **Integrity** – We do the right thing and hold ourselves and each other to the highest standard. We are known and respected for our commitment to honesty, trust and transparency;
- **Accountability** – We take ownership of our actions, behaviours, performance and decisions. We act with consistency, and we keep our commitments;
- **Customer Centric** – We earn our customers' trust by working in partnership with them to create solutions and deliver exceptional customer experiences. We listen, learn, and put our customers at the center of all we do; and
- **Team Player** – We empower and support those around us to achieve our shared purpose. We collaborate, we challenge ourselves and each other, and we're open, encouraging, and respectful of everyone we work with.

# Diversity, Equity and Inclusion Policy

Version 4.1



## 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 and inclusion in the workplace.

References to the Company in this Policy refers to AFG and its controlled entities.

## 3. Diversity, Equity and Inclusion 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.

AFG is committed to inclusion at all levels of the organisation regardless of gender, ethnicity/culture, sexual orientation, gender identity, age, disability status, religious beliefs or socio-economic background. AFG promotes flexible work practices to ensure employees with family and caring responsibilities are not barred entry or access to opportunity within the organisation. Throughout the year AFG conducts employee pulse surveys and gathers feedback from employees on culture, diversity, equity, belonging and inclusion matters. This feedback informs this Policy and the measurable objectives set out below.

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

AFG is committed to ensuring that recruitment and selection practices at all levels of the organisation are appropriately structured so that a diverse range of candidates are considered and is committed to guarding against any conscious or unconscious biases that may discriminate against certain candidates.

AFG will provide opportunities for employees on extended parental leave to maintain their connection with the Company, for example, by offering them the option (without any obligation

# Diversity, Equity and Inclusion Policy

Version 4.1

to take this up) to receive all-staff communications and to attend work functions and training programs, as well as Keep in Touch days.

The Diversity, Equity & Inclusion Committee is made up of a variety of employees from across the business, including at least one member of the Executive Committee. The Diversity, Equity & Inclusion 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 and staff training in place to prevent and stop discrimination, bullying, vilification, victimisation 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 senior executive appointments and succession planning.

The Remuneration and Nomination 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 Remuneration and Nomination Committee's procedure for identifying, assessing and selecting candidates for appointment as directors is set out in the Remuneration and Nomination Committee's charter available on the Company's website.

## 5. Disclosure of Policy and objectives

A summary of this Policy and the Company's achievement of the Policy's objectives will be disclosed in the Annual Report or the Company's annual Corporate Governance Statement available on the Company's website.

## 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 at least every two years:
  - 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.

## 7. Policy History

1 May 2015	Policy adopted by the Board.
27 November 2020	Policy reviewed and amended and adopted by the Board.
24 November 2022	Policy reviewed and amended and adopted by the Board.
13 November 2024	Policy reviewed and amended and adopted by the Board.