



ONEMARKET™

Diversity Policy

OneMarket Limited ACN 623 247 549 (**Company**)

Approved by the Board on 2 May 2018

Diversity Policy

1 Diversity at OneMarket Limited

1.1 Our commitment

The Company is committed to creating and ensuring a diverse work environment in which everyone is treated fairly and with respect and where everyone feels responsible for the reputation and performance of the Company. The board of directors of the Company (**Board**) and management believe that the Company's commitment to this policy contributes to achieving the Company's corporate objectives and embeds the importance and value of diversity within the culture of the Company.

Diversity can broaden the pool for recruitment of high quality employees, enhance employee retention, improve the Company's corporate image and reputation and foster a closer connection with and better understanding of customers.

As part of the Company's commitment to diversity:

- *We aim to develop and promote a workforce based on inclusion where individuals are respected, supported and provided with appropriate opportunities*
- *We acknowledge the corporate benefits arising from a commitment to diversity*
- *We aim for our management composition to reflect the gender, ethnic background and geographic mix of our staff, customers and the communities in which they work and serve*

1.2 Who this policy applies to

This policy applies to all directors of the Board, as well as all other officers, employees, contractors, consultants and associates of the Company and its subsidiaries. The Company and its subsidiaries are referred to as the "Company" in this policy.

2 What diversity means to us

2.1 What is diversity?

Diversity is about recognising and valuing the contribution of people from different backgrounds, perspectives and experiences. It includes factors such as gender, age, disability, ethnicity, marital or family status, religious or cultural background, sexual orientation, and gender identity.

2.2 Gender diversity

The Company has a strong commitment to gender diversity and the fundamental principle that gender is not a barrier to participation in our workforce, management, senior executive and on our Board. Our leaders are committed to providing opportunities that allow women to reach their full potential.

To achieve greater diversity, it is important to ensure where possible that the pool of potential available talent is nurtured and developed effectively. Early identification and development of female talent is clearly of significant importance in ensuring that there are appropriately qualified and experienced women for consideration when positions become available. The Company aims to grow the

number of women performing senior roles and to create programs that prepare women to assume senior roles within the business.

2.3 Board and senior executive diversity

At the Company, diversity of gender and background are 2 important criteria we take into account in developing our succession plans and appointment processes for our Board and senior executive positions. However, other selection criteria, in particular business acumen and industry experience, are also fundamentally important. The Nomination and Remuneration Committee will report to the Board regarding our succession plans and appointment processes with the aim of achieving our diversity objectives, in particular regarding the number of women in senior executive positions and on the Board.

2.4 Work and life balance

The Company embraces all employee differences also including lifestyle and believes in assisting employees to maintain a healthy and holistic balance between work, family, domestic responsibilities and other commitments, activities and interests. The Company has a number of policies and programs which support these objectives, including adopting flexible work practices.

2.5 Ability not disability

When we employ and promote people, we consider ability and not disability. We aim to create an inclusive environment that supports people and removes artificial barriers from the workplace.

2.6 Unacceptable behaviour not tolerated

In order to have a properly functioning diverse workplace, discrimination, harassment, vilification and victimisation cannot and will not be tolerated.

3 Promoting diversity

3.1 Nomination and Remuneration Committee

The Company has delegated to the Nomination and Remuneration Committee to:

- (a) promote diversity as an important strategic and cultural factor to achieve business objectives across the organisation;
- (b) in consultation with the HR team, propose measurable diversity objectives to the Board to achieve gender diversity, identify ways in which achievement is to be measured, and report to the Board on the progress in achieving these objectives;
- (c) report to the Board on diversity issues generally within the Company and make appropriate recommendations;
- (d) provide information to the Board about the proportion of women in the whole organisation and women in senior executive positions;
- (e) together with our HR team, identify ways to promote a culture supportive of diversity, including developing and promoting policies, programs and guidelines;
- (f) ensure recruitment and selection processes across all levels of the Company are structured so that a diverse range of candidates are

considered and actively review on a regular basis the Company's recruiting practices, policies and procedures to reduce bias, both conscious and unconscious;

- (g) together with our Nomination Committee and our HR team, identify programs and initiatives designed to achieve greater gender diversity on the Board and in senior management; and
- (h) introduce appropriate procedures for proper implementation of this policy including all relevant training and a review mechanism to assess the effectiveness of the policy.

3.2 The Board's role

The Board will:

- review and approve measurable objectives for achieving diversity, including gender diversity across, and at various levels of, our organisation;
- annually assess these objectives and the progress in achieving; and
- review and monitor the effectiveness of this diversity policy, including in relation to Board diversity.