



Diversity Policy

Microequities Asset Management Group Limited
ACN 110 777 056

Diversity Policy

1 Purpose

- 1.1 At Microequities Asset Management Group Limited ACN 110 777 056 (**Company**), we value diversity and equal opportunity.
- 1.2 Diversity assists us to achieve our objectives and deliver outcomes for our stakeholders, by enabling us to attract, retain and motivate the most suitably qualified and experienced individuals to our workforce.

2 Scope

- 2.1 This policy (**Policy**) applies to all directors, employees and consultants, whether full-time, part-time, casual or temporary.

3 Effect of the Policy

- 3.1 This Policy sets out the guidelines by which the Company will support diversity throughout the Company.
- 3.2 The contents of this Policy, to the extent that they impose obligations on the Company, do not constitute contractual terms, conditions or representations.

4 Diversity

- 4.1 Diversity refers to characteristics such as age, gender, sexual orientation, gender identity, marital or family status, cultural background, race, religion, disability and ethnicity.
- 4.2 The Company will not discriminate against individuals on any of the following grounds:
- Gender
 - Parental status
 - Age
 - Race
 - Political belief or activity
 - Ethnicity or cultural background
 - Relationship status
 - Family responsibilities
 - Irrelevant criminal record
 - Association with or relation to a person identified on the basis of an attribute associated with any of the above grounds.
 - Impairment
 - Trade union activity (or inactivity)
 - Irrelevant medical record
 - Pregnancy
 - Breastfeeding
 - Gender identity
 - Religious belief or activity
 - Lawful sexual activity
 - Physical features

5 Statement of principles

- 5.1 The Company is committed to:
- (a) equality of opportunity throughout our organisation;
 - (b) recruiting and retaining the best candidates for positions; and
 - (c) treating individuals with respect.
- 5.2 The Company cannot and will not tolerate discrimination, harassment, vilification or victimisation in the workplace.
- 5.3 The Company recognises that employees (male and female) at all levels may have domestic responsibilities, and it will, to the extent practicable, use its reasonable endeavours to assist those persons meet those responsibilities.

6 Responsibilities

6.1 Board responsibilities

The board of directors of the Company (**Board**) will aim to ensure that as part of its Board selection policy, and its recruitment and selection practices at Board level, diversity is carefully considered and that there are no conscious or unconscious biases that might discriminate against certain candidates, however with the overall aim of selecting the best candidate for the position.

6.2 Responsibilities of management

- (a) Management will use its reasonable endeavours to ensure that all recruitment and selection practices of employees and consultants are appropriately structured so that, to the extent practicable given the circumstances of the role and the jurisdiction in which that role is to be filled, diversity is given careful consideration and that there are no conscious or unconscious biases that might discriminate against certain candidates, however with the overall aim of selecting the best candidate for the role.
- (b) To the extent practicable, management will use its reasonable endeavours to adopt flexible work practices that will assist employees to meet their domestic responsibilities.
- (c) At least annually, the Board, or an appropriate committee of the Board, will ensure that relevant members of management report to the Board on diversity within the Company, and in particular gender diversity amongst the Board, employees and consultants, so that the Board can monitor the Company's support to diversity principles.

7 Changes to this Policy

- 7.1 The Company reserves the right, at its absolute discretion, to change this Policy from time to time as it considers necessary.
- 7.2 Any changes to the Policy will be posted on the Company's internal website.

8 Contacts

8.1 If you have any queries about this policy, please contact the Company Secretary.

Adopted on 23 February 2018