



Pinnacle Investment Management Group Limited



Diversity Policy

Document Control

Version Control / Revision History

This document has been through the following revisions:

Version	Date of approval	Remarks / Key changes / Reason for update
1	December 2016	New policy
1.1	December 2017	Annual review
1.2	December 2018	Annual Review
1.3	July 2019	Annual Review
1.4	July 2020	Regular review

Authorisation

This document requires the following approvals:

Authorisation	Name
Initial Version	PNI Board on recommendation of Remuneration and Nominations Committee
Revisions	RNC

Scope

This document applies to Pinnacle Investment Management Group Limited and each of its wholly owned subsidiaries (the **Group**).

Reference to the Company in this Policy means the relevant company that has adopted this Policy and references to Board means the board of directors of the relevant company.

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1 Purpose

The Board of Pinnacle Investment Management Group Limited (**Company**) and its controlled entities recognise the need to attract and retain the very best people in order that the Company can meet its objectives. The purpose of this Diversity Policy (**Policy**) is to outline the Company's commitment to its diversity objectives and provide a framework to achieve the Company's diversity goals. This Policy also provides a process for the Board to determine measurable objectives which the Company will implement and report against to achieve its diversity objectives.

Nothing in this Policy shall be interpreted or construed so as to endorse diversity as the principal criteria for the selection and promotion of the Group's employees and directors. An employee or director's skills, experience and overall prospects of adding value to the Group shall take precedence over all other considerations, including diversity considerations.

This Policy does not impose any obligation to engage in, or justification for engaging in, any conduct that is contrary to any applicable anti-discrimination or equal employment opportunity laws.

2 Benefits

The Company recognises the benefits of a diverse group of employees reflecting different backgrounds, perspectives, styles, knowledge, experience and abilities. Workplace diversity in this context includes but is not limited to gender, gender identity, age, race, disability, nationality, marital status, cultural background, sexual orientation, religious belief and ethnicity.

These benefits include:

- Diversity of thought, creativity innovation and problem solving;
- Diligence in decision making and risk management;
- Ability to interact with clients including the ability to anticipate their needs;
- Staff morale, engagement, retention and productivity;
- Access to a broader external pool of talent.

Accordingly the Company is committed to workplace diversity which includes recruiting, rewarding and retaining people with diverse backgrounds.

3 Measurable Objectives and Initiatives

The Company will use this Policy as a framework to facilitate meeting its diversity, including gender diversity, objectives. The overarching principles are to recruit, reward and retain:

- an appropriately diverse and skilled workforce and Board, appointed on merit, which will support the achievement of the business' objectives;
- a corporate culture characterised by inclusive practices and behaviours for the benefit of all employees and directors; and
- a work environment that values and utilises the contributions of employees and directors with diverse backgrounds, experiences and perspectives through improved awareness of the benefits of workforce diversity.

The Company has determined the following initiatives to assist with the achievement of the Company's workplace diversity objectives:

- equal opportunity recruitment process that draws a diverse pool of candidates for all positions, including Board and senior management appointments;
- flexible work arrangements to assist employees to balance their work, personal and family responsibilities;
- facilitating a strong return to work and retention rate of employees on parental leave;
- sponsoring Women in Finance scholarships to assist female university students in gaining a greater understanding of and experience in investment management;
- taking a role as Founding Sponsor of the University of Queensland's first officially sanctioned networking group with a focus on women – UQWN;

- applying the principle of equality when setting salaries and considering the short term and long term incentives of all employees;
- applying the principle of equality when considering internal promotions and succession planning; and
- comprehensive employee behaviour and grievance resolution policy including equal opportunity, harassment, bullying, vilification, victimisation, whistleblowing and grievance resolution.

The Company will determine any other initiatives from time to time that may be appropriate with regard to the Company's size and nature of operations.

4 Reporting

The Managing Director will monitor and report to the Remuneration and Nominations Committee and the Board annually on the Company's progress against the measurable diversity objectives.

The Board will annually assess these measurable diversity objectives and the Company's progress against these objectives.

The Company's annual corporate governance statement (as contained, or cross-referred to, in the Company's Annual Report) will set out:

- the diversity objectives that the Company will use to plan and report on diversity initiatives; and
- the proportion of women employed by the Company, in total, in senior executive roles and at Board level.