

Introduction

This document sets out the diversity policy (“the Diversity Policy”) of Euroz Limited and its subsidiary companies Euroz Securities Limited, Westoz Funds Management Pty Ltd, Prodigy Investment Partners Limited and Entrust Private Wealth Management Pty Ltd (“Euroz”).

The Diversity Policy is intended to set out a framework by which diversity can continue to be encouraged within Euroz.

The meaning of diversity and its benefits

Diversity refers to the differences between the people who are currently employed (including Directors) at Euroz and those who wish to be employed. Such differences include those arising from gender, race, age, ethnicity, sexual orientation, and disability but also include other differences.

Euroz believes that having a diverse workforce has important commercial and operational benefits (for example recruiting from a wider range of potential candidates and therefore potentially employing better candidates and having a workforce with a wider range of skills, experiences and ideas thereby leading to increased performance). An equally important benefit of diversity is that it assists Euroz in its ongoing efforts to make a positive contribution to the community as a whole.

Commitment to diversity

Euroz is committed to:

- Treating its entire staff equally irrespective of their gender, race, age, ethnicity, sexual orientation, disability or any other irrelevant difference;
- Having in place a corporate culture where all staff feel equally welcome and valued irrespective of their gender, race, age, ethnicity, sexual orientation or disability or any other irrelevant difference; and
- Not discriminating in the employment of staff (including the appointment of Directors) based upon a potential candidate’s gender, race, age, ethnicity, sexual orientation or disability or any other irrelevant difference.

Board selection processes

The composition of the Board is stable (that is, the composition of the Board rarely alters) and Board members are selected from persons who work day to day at Euroz. In these circumstances, Euroz has decided to not put a nomination committee process in place with respect to the ongoing maintenance of diversity at Board level. However, Euroz is committed to ensuring that future Board appointments are made without discriminating against a potential candidate on the basis of their gender, race, age, ethnicity, sexual orientation or disability or any other irrelevant difference.

Objectives for achieving gender diversity

We note that Euroz employs less than 100 staff across the group and each board member works day to day in Euroz’s business. In these circumstances, Euroz has formed the view that, at this time, it is not appropriate or practical to:

- Establish measurable objectives for achieving gender diversity (for example deciding upon a specific number of women that must be employed and/or the number of women that must occupy specific roles and/or the number of women who should be appointed as a Director); and
- To formally assess the Group’s progress towards achieving gender diversity.

However, in accordance with the matters set out above, Euroz is committed to initial employment (including the appointment of Directors), promotion and other employment related decisions being made in a way that does not discriminate on the basis of gender.

Euroz, on a case by case basis, will provide employees and Directors with flexible working arrangements so as to assist all employees (and Directors) to balance their work and lifestyle related responsibilities.

Given the matters set out above, at this time, Euroz does not intend to make specific disclosures in its Annual Report about gender diversity related issues.

Measures to promote diversity

Given size and nature of its workforce, Euroz has formed the view that it is not appropriate or practical to implement measures with respect to diversity that are often put in place in larger organisations. However, Euroz requires that each Director and employee of the group act so that the following objectives are achieved:

- All employment decisions (including appointment to the Board) must be made without discrimination on the basis of gender, race, age, ethnicity, sexual orientation or disability or any other irrelevant difference;
- All promotion decisions (and other work related decisions) must be made without discrimination on the basis of gender, race, age, ethnicity, sexual orientation or disability or any other irrelevant difference;
- No Director or employee of the Euroz Group must otherwise be discriminated against or in any way treated unfairly or inappropriately on the basis of their gender, race, age, ethnicity, sexual orientation or disability or any other irrelevant difference; and
- (4) Reasonable measures are put in place on a case by case basis (for example flexible working arrangements) so as to assist Directors and employees to not be disadvantaged as a result of their gender, race, age, ethnicity, sexual orientation or disability or any other irrelevant difference.

Application of this policy and its review

This Diversity Policy applies to all Directors, employees and, contractors of the Euroz Limited and its subsidiaries Euroz Securities Limited, Westoz Funds Management Pty Ltd, Prodigy Investment Partners Limited and Entrust Private Wealth Management Pty Ltd.

The Diversity Policy will be reviewed annually.