

Inclusion & Diversity Policy

Netwealth Group Limited (Netwealth)

a company listed on the Australian Securities Exchange
ACN: 620 145 404

Adopted by the Board on 16 October 2018

Netwealth Group Limited

ACN: 620 145 404

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1.0 Overview

Netwealth recognises that a diverse workforce with different skills and a different way of thinking can lead to more innovative and efficient business practices. It also understands the importance of diversity across religion, race, ethnicity, language, gender, sexual orientation, disability, age or any other area of potential difference and its commitment to equality and treating all individuals with respect.

Inclusion and diversity drives Netwealth'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.

Netwealth has implemented policies which address impediments to gender diversity in the workplace (including parental leave and flexible working arrangements that assist employees to fulfil their carer's responsibilities) and review these policies to ensure that they are designed to assist all employees regardless of gender, age, sexual orientation, background, religion or family responsibilities or any other area of potential difference.

The Board has formally approved this Inclusion and Diversity Policy (**Policy**) and together with the Senior Management team have identified gender diversity as the key area of focus for Netwealth and throughout this Policy.

The aim is to increase the representation of women in senior management positions and on the Board (based on merit), and to actively facilitate a more diverse and representative management and leadership structure.

2.0 Scope

The Board recognises the value of a diverse and skilled workforce and is committed to creating and maintaining an inclusive and diverse workplace culture.

The Board has a strong commitment to gender diversity and aims to achieve, over a reasonable transition period, adequate representation of women in senior management and leadership roles (including on the Board).

Gender diversity will be a key strategic focus for Netwealth in the coming years with the introduction of gender diversity objectives.

Netwealth aims to achieve greater gender diversity by:

- setting measurable objectives relating to gender at all senior management and leadership levels (including the Board);
- implementing policies to strengthen diversity within Netwealth including parental leave, flexible working arrangements and ensure that these policies assist all employees regardless of their gender, age, sexual orientation, background, religion, family responsibilities or any other areas of difference;
- broadening the field of potential candidates (based on merit) for senior management and board appointments;
- increasing the transparency of the Board appointment process; and
- embedding the extent to which the Board has achieved the objective of this Policy in the evaluation criteria for the annual Board performance evaluation.

3.0 Promoting gender diversity

In order to facilitate greater gender diversity in management and leadership roles, the Company will:

- introduce and supplement the measures outlined in this Policy;
- monitor the effectiveness of, and continue to expand on, existing initiatives designed to include, identify, support and develop talented employees from a diverse range of backgrounds.

4.0 Measurable objectives

Each year the Board will set measurable objectives with a view to progressing towards a balanced representation of women at a Board and senior management level.

Performance against these objectives will be reviewed annually by the Board, as part of its annual review of the effectiveness of this Policy.

The Board will include in the Corporate Governance Statement each year:

- a summary of Netwealth's progress towards achieving the measurable objectives set under this Policy for the year to which the Annual Report relates; and
- details of the measurable objectives set under this Policy for the subsequent financial year.

5.0 Gender representation review

On an annual basis, the Board will review the proportion of women who are employed by Netwealth, in senior management positions and who are on the Board.

Netwealth will disclose in its Corporate Governance Statement the Gender Equality Indicators it provides to the Workplace Gender Equality Agency.

6.0 Recruitment, selection and succession planning

6.1 Succession planning

The Nomination Committee is responsible for the development and succession planning process for the Joint Managing Director/s (**JMD**) and the JMD's direct reports. In discharging this responsibility, the Nomination Committee will have regard to diversity criteria.

6.2 Board appointment process

The Board will develop and disclose a Board appointment process, which includes selection criteria and outlines the selection process for Board positions. Selection criteria will include:

- skills, expertise and background that add to and complement the range of skills, expertise and background of the existing directors;
- diversity; and
- the extent to which the candidate would fill a present need on the Board.

In identifying qualified individuals for appointment to the Board, the Nomination Committee will have regard to these selection criteria.

7.0 Disclosure of Policy

A summary of this Policy and our achievement of the Policy's objectives will be disclosed in Netwealth's Corporate Governance Statement.

8.0 Review of Policy

The Nomination Committee is responsible for the review and oversight of this Policy. In executing this role, the Nomination Committee will, with the appropriate support and input from management:

- review on an annual basis:

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.