

Corporate Sustainability Report

Discover a brighter future



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Introduction

Kate Temby, Independent Director, Chairman of the Corporate Sustainability Committee

We are delighted to present our second standalone Corporate Sustainability Report. Netwealth is committed to its purpose to see wealth differently and discover a brighter future, and we recognise that corporate sustainability is at the heart of our business.

Over the past year a significant amount of work has been undertaken to continue to shape our approach to corporate sustainability and our overarching corporate sustainability framework. We have continued to focus on four key areas that are important to both our stakeholders and us: enhancing our core business; being genuine and transparent; fostering diversity, talent, and wellbeing; and creating a positive social and environmental impact. This report highlights the initiatives completed in FY2022, as well as our goals looking forward into the future.

As part of our progress, we identified that the success of our Corporate Sustainability Strategy required strong guidance and oversight. A Corporate Sustainability Board Committee was created to give effect to the corporate sustainability framework and all initiatives undertaken to achieve our goals. With my background in sustainable investing and my belief that corporate sustainability is integral to Netwealth's success, I was pleased to accept the Board's recommendation to appoint me as Chairman of the Committee.

In FY2023, we have many new and ongoing initiatives, including to measure our carbon footprint. As a smaller entity our carbon usage, is predominantly our office space. It has been difficult over the past two years due to Covid-19 to get an accurate measure of our usage, as such, we are excited to start our journey toward carbon neutrality and hope to learn how we can make meaningful improvements to reduce the carbon we emit. We also have many new people initiatives that we are excited to see grow and develop, such as the growth of our graduate program, and our ongoing accreditation as a female and family friendly workplace.

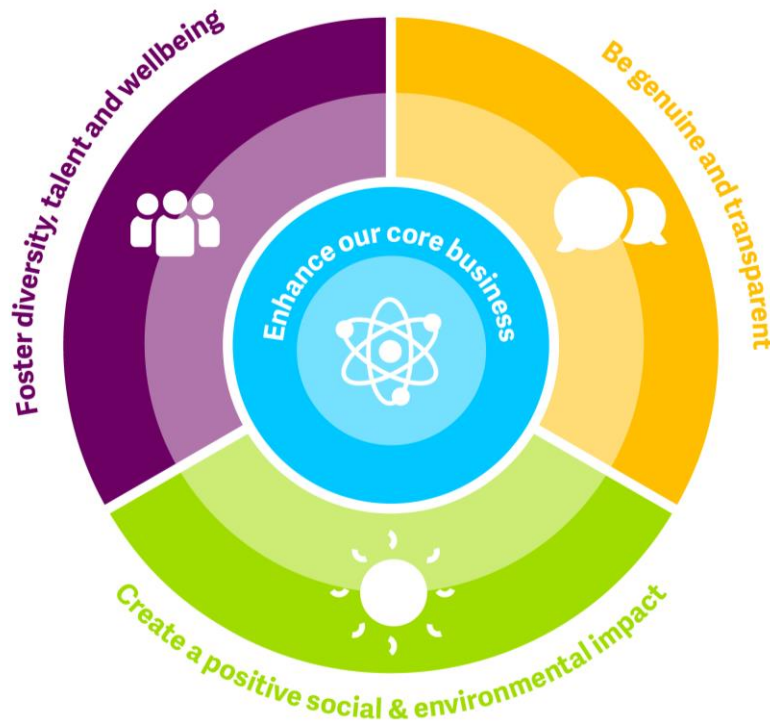
If you would like to provide feedback or thoughts on this report or our framework, please feel free to contact our Governance Team at csr@netwealth.com.au. We look forward to organising further stakeholder engagement sessions this year to better understand how we can enhance our approach to corporate sustainability and ensure it continues to fulfil the needs of those most important to us.

On behalf of the Netwealth team I am pleased to share our FY2022 Corporate Sustainability Report and look forward to updating you on our progress.



Kate Temby
Independent Director

Netwealth's Corporate Sustainability Framework



How to read this report

For each of our four focus areas we set out what we have done this year, what we plan to do in FY2023 and beyond, along with the ongoing commitments made in past years that we will continue to deliver into the future.

Netwealth is accountable to the targets we have set ourselves and have therefore has also detailed where goals have not been achieved and the reasons why. In addition to each of these key focus areas, there are performance indicators that support our journey and provide a measurable indication of whether we achieved our goals for the year or not. These are included for FY2022 on pages 26 and 27.

Photos: Many of our photos were taken by Simon Browne, Service Desk Analyst. We would like to thank Simon for capturing these moments throughout the year.



Enhance our core business



Enhance our core business

We protect and enhance our core business

Our aims

- Provide products and services that enable clients to manage their wealth
- Ensure safe custody of our clients' life savings
- Be a leader in technology and innovation
- Provide exceptional customer service
- Enhance insights to see wealth differently
- Protect and enhance shareholder value
- Ensure systems are scalable, secure, and stable

What we have done in FY2022

- **System scalability**
 - We continued the migration of our infrastructure to the cloud, providing better service to clients, simplified maintenance and enhanced response systems.
 - New diagnostic tools were implemented to further strengthen Netwealth's service disruption risk mitigation strategy.
 - A new workflow management system was launched in November 2021. The new system enables Netwealth to create efficiency in processing and in the future to increase workflow transparency to clients and financial advisors.
- **Product**
 - Netwealth is currently finalising the launch of a new product "Multi-Asset Portfolio Service (MAPS)". The product consolidates custodial and non-custodial services, providing efficiency for advisers and clients who want their assets managed and reported on a single platform. The product is currently in pilot and is expected to be released in early FY2023.
 - A trial for an enhanced data feed to support one of Netwealth's Managed Discretionary Account operator is now in place. If successful it will be released more broadly in early FY2023.

- **Technology**
 - Netwealth’s online platform and mobile application continue to be upgraded to expand the platform’s use as a single source of wealth reporting. Bank account data is now available on platform and in the Netwealth mobile application. Property estimates will be added to the online platform in August 2022, with mobile to follow shortly after.
- **Service**
 - Greater flexibility has been added to our pension payments, enabling clients to customise frequency and timing of their payments.
 - Ability to offer W8 Benefit forms was delayed in implementation and is now expected to go live with a pilot in August 2022.
 - Improved foreign exchange trading has been added for international equities, removing the requirement for advisers and clients to confirm each foreign exchange transaction.
- **Reporting enhancements**
 - Enhancements were delivered to Netwealth’s performance report, including the option to apply time weighted returns and benchmarking to a range of indices, including measurement of performance against the consumer price index, the Reserve Bank of Australia’s target cash rate and the Morningstar Multi Sector Market indices.
- **Sustainable investment offerings and reporting**
 - Investors who are interested in sustainable investing are now able to access from Netwealth’s ‘Compare Funds’ website, updated managed fund profiles which include a ‘Morningstar Sustainability Rating’ and a ‘Low Carbon Designation’.
- **Foundation layers for leveraging data**
 - Netwealth developed a Data Governance Policy creating a clear process to identify, assess, manage, and monitor data assets. This framework lays the foundation for new data analytic projects in FY2023 and beyond.



Photo right: Manager’s Day November 2021, Matt Heine, Joint Managing Director presenting to Netwealth’s leaders.

Case study – flexible pension payments

Netwealth’s pension payment functionality previously only enabled payments monthly, quarterly, or annually on the fifteenth day of the month. Advisers and clients requested more options, and flexibility be added to ensure maximum convenience to clients to manage their retirement cashflow.

The delivered solution enables advisers and clients to choose a payment frequency that suits their needs, from weekly to annually and to set the date of their payment. Enhancements were made to the minimum cash holdings to ensure available funds for payments. Where the set payment date occurs on a weekend or public holiday, the payment will be made on the business day prior to ensure the client has their payment.

Advisers or clients wishing to update their payment details may do so online in the Transactions > Pay & Withdraw > Income Stream Payment menu.



Photo above: Members of the Netwealth Development Team who worked on flexible pension payments, including Michael Wang, Akhilesh Shinde, Nina Pratiwi and Anthony Vo.

Photo right: New South Wales and Brisbane Sales and Distribution Team celebrating winning Advised Product of the Year.



Our plans FY2023 and beyond

- **Product and technology**
 - Development of enhanced model level reporting in Managed Accounts
 - Delivery of the MAPS product
 - Improved international share trading capability
 - Integration and launch of Xeppo's data
 - Commence transactional build on mobile application (carried forward from FY2022)
- **Service**
 - Enhanced onboarding process with KYC functionality
 - Increased flexibility on Wrap payments
 - Expose activity and task functionality to advisers
- **Leveraging data**
 - Improved tooling for internal document storage
 - Improved financial planning software integration
 - Release of new public APIs

Ongoing initiatives

It is important to us that we constantly build upon our core business to ensure our products and services lead the specialised platform business market:

- Strategic investigation into features and functionality to continue our success as a market leader in technology and service.
- Actively pursue adviser groups and other opportunities aligned with Netwealth's values and strategy to grow scale.
- Listen to adviser and client feedback when considering ongoing development of our products.
- Ensure our products and services are built for the future.

Photo right: Netwealth's Mobile Development squad, consisting of employees from two scrum teams, visited our development partners 'Orient' in Vietnam for some long overdue team bonding.





Be genuine and transparent



Be genuine and transparent

We are ethical, genuine, and transparent in our dealings

Our aims

- Ensure compliant practices and strong governance
- Act in our clients' and wealth professionals' interests
- Set goals, benchmarks, and be transparent in tracking our progress
- Communicate clearly and consistently
- Seek feedback and continuously improve

What we have done in FY2022

- **Compliance projects**
 - A Target Market Determination (TMD) for all products in accordance with new Design and Distribution Obligations (DDO) was delivered in October 2021.
 - Improved practices for breach reporting and complaints handling were implemented in accordance with Regulatory Guidance issued by ASIC to the industry. Clients and advisers can also now locate our Complaints and Compensation Policy online.
 - An assessment of our speed to pay suppliers efficiently was conducted and will occur quarterly in accordance with the Payment Times Standard.
- **Corporate sustainability reporting and external communications**
 - Netwealth's corporate sustainability website page was launched enabling us to publish our initiatives and our quarterly Corporate Sustainability Report. As part of this initiative, Netwealth also released its Workplace Gender Equality Agency (WGEA) report, on gender equality.
- **Enhanced internal communication**
 - New communication channels were created to provide employees with updates on initiatives and opportunities to participate in fundraising and volunteering including engagement with our not-for-profit Impact Fund partners at a Netwealth Town Hall event.
 - During the last lockdown, engagement was boosted through interactive question and answer sessions (Q&A Friday) with a variety of employees.

- **Corporate governance**

- A Corporate Sustainability Board Committee has been established to provide oversight and support to Netwealth’s initiatives. The Committee met four times during FY2022, and ongoing meetings are scheduled to occur on a quarterly basis in FY2023.
- Suppliers were provided with Netwealth’s Supplier Code of Conduct which sets out the conduct we expect from our suppliers.

Case study – Q&A Fridays during lockdown

During the Covid-19 pandemic lockdown which recommenced in July 2021, we identified across our employees a lack of engagement. The length of prior lockdowns and uncertainty had led to lower interactions between employees. Netwealth had continued to grow during this period of lockdown, and we wanted to assist employees to get to know each other and create ways to foster improved communication when they returned to the workplace.

The outcome was to create a question-and-answer session on a Friday morning with selected employees and Board members. Employees got to hear from and understand how Netwealth was created through a session with our Joint Managing Director, Michael Heine, more about who our Chairman is, along with more light-hearted sessions with employees at all levels of the organisation. We featured a number of interesting sessions with employees who have hidden talents, including a session with Damian Holland, General Manager Sales and Distribution who competed professionally for Australia in ice hockey and David Jones, Senior Developer who plays the flute in an orchestra.

The sessions continued over the six months until Christmas, when employees were finally able to reconnect in person.



Photo above: Damian Holland, General Manager Sales and Distribution featured on the cover of Blades Magazine in 1982.

Photo right: David Jones, Senior Developer on flute in middle-left of this photo, 2017.



Our plans for FY2023 and beyond

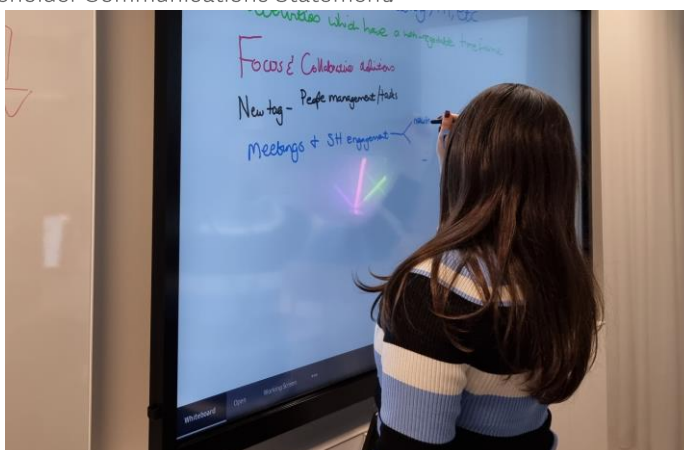
- **Carbon emissions**
 - Understand and develop a framework to measure Netwealth's carbon emissions.
 - Develop initial measurements and strategy around carbon emission reduction.
- **Governance**
 - Incorporate Corporate Sustainability (CS) targets and performance into Executive performance metrics.
 - Review Annual Reporting and publicly available policies to seek opportunities to increase transparency.
 - Improved mapping of the CS aims to the CS metrics.
- **Supplier management**
 - Explore opportunities to add ESG factors into our supplier management framework.
- **Stakeholder engagement**
 - Facilitate engagement sessions to gain feedback from stakeholders on Netwealth's CS strategy and initiatives and define future strategic direction.

Ongoing initiatives

Netwealth aims to be ethical, genuine and transparent in our dealings, and as such we have multiple ongoing initiatives to ensure good governance and compliant practices. These initiatives include:

- Annual Modern Slavery Statement (est. 2020) which details the work performed to reduce risk of modern slavery in our (and our supplier's) supply chains.
- Annual Tax Transparency Report (est. 2021) which discloses our tax position and ongoing commitment the voluntary Corporate Tax Transparency Code.
- Regular review of policies, procedures, and charters to ensure they remain compliant with regulations, legislation, industry practice and client expectations.
- Publication of Netwealth's Quarterly Corporate Sustainability Report (est. 2021), demonstrating our progress towards our CS commitments for the financial year.
- Publication of corporate governance documentation (est. 2017), including an annual Corporate Governance Statement and Shareholder Communications Statement.
- Publication of our Workplace Gender Equality Agency (WGEA) on workplace gender equality (est. 2021).

Photo right: Jacki Mitri, People & Culture Business Partner participates in Management training.





Foster diversity, talent and wellbeing



Foster diversity, talent, and wellbeing

We promote diversity and talent and believe all people have a right to wellbeing

Our aims

- Celebrate diversity in gender, age, ethnicity and thought
- Invest in our people and their development
- Maintain a workplace culture which supports mental health and wellbeing
- Promote individuality and inclusion

What we have done in FY2022

- **Talent development and retention**
 - Launched Netwealth's graduate program with four graduates, in two of Netwealth's business units. The program will be expanded over the coming year.
 - A mentorship program was established with Financial Executive Women, where 15 female employees were chosen to participate in a mentoring program to enhance their professional and personal development, and will continue in FY2023.
 - Continued to extend the Leadership Series to Managers, Senior Managers and Executive including building leadership skills and celebrating leadership success within Netwealth.
 - A new Employee Assistance Program (EAP) was launched providing a broader range of services to employees including access to professional coaches, counsellors, and psychologists. Staff received information and participated in an optional assessment on mental health, well-being, and resilience.
 - Netwealth funded employee training for employees wishing to gain mental health first aid certification.
 - Rolled out improved succession plan.
- **Inclusion and diversity initiatives**
 - Updated policies and practices resulted in Netwealth receiving certification as a Family Inclusive Workplace.
 - Unconscious bias in recruitment, performance management and succession workshops were run for managers.
 - Respect@Work Report recommendations have been partially implemented including further education of staff and policy improvements.

- Enhanced benefits for carers through improved parental leave (including superannuation on maternity leave) as well as broadening the leave types and allowances available for carers has been introduced.
- **Social and wellbeing initiatives**
 - Multiple initiatives were introduced throughout the year to support employee physical and mental wellbeing, including lockdown hampers, online personal training, employee connection social nights, health and resilience activities, physical wellbeing with the Corporate Triathlon and Health and Wellness Week, financial wellbeing workshops, gifting staff with a 'recharge' annual leave day in September 2021 and introducing bonus leave to encourage employees to take a break.



Photo above: Part of Netwealth's Corporate Triathlon Team February 2022

- **Effective hybrid work practices**
 - The new Melbourne office was opened in November 2021 with a Welcome to Country and smoking ceremony conducted by Indigenous Elder Ronald Terrick (Uncle Ringo) of the Wurundjeri Tribe and a Manager's update. Training on the use of hybrid work technology, such as meeting room set-ups was made available to all employees.
 - Flexible working definitions have been extended to include regular working from home as a standard condition.



Photo left: Smoking and Welcome to Country Ceremony November 2021, (left to right: Keat Chew, Head of Technical Services, Jackie Mitri, People & Culture Business Partner, Karen Bismann, Senior Distribution Manager, Matt Heine, Joint Managing Director, and Indigenous Elder Ronald Terrick.

Case study – Netwealth, a Family Inclusive Workplace

The Netwealth Carer Group and our People and Culture team came together in 2021 to discuss how to better promote Netwealth as a family inclusive workplace. The team identified the Family Friendly Workplace certification and worked together with Parents at Work to assess Netwealth’s processes and practices. Parents at Work partners with UNICEF Australia and other human rights and health and family agencies to improve work life wellbeing and gender equality outcomes.

Netwealth already offered many services to carers such as KidsCo school holiday program for employees with primary school aged children and paid maternal and paternal leave. However, the exercise provided an opportunity to make additional changes to our policies and add new benefits for carers, such as paying superannuation contributions for employees on parental leave for the entire period of their leave.

Parents at Work Australia formally assessed Netwealth’s workplace and practices and in February 2022 we proudly became a certified as a Family Inclusive Workplace. While we are very proud to be recognised, the work to be ‘family inclusive’ does not stop here. Plans to improve our workplace, with additional services to support all types of carers across Netwealth are ongoing.

Our plans FY2023 and beyond

- **Talent development and retention**
 - Recognise / promote / celebrate our talent internally / externally
 - Engage EAP provider to amplify resilience and mindful leadership
 - Create career pathways for roles (promoting succession and talent development)
 - Engage Beamable to increase efficiency and equitable work share
 - Grow Netwealth's graduate program to double the number of intakes in FY2023
- **Inclusion and diversity initiatives**
 - Implement the remaining Respect@Work recommendations
 - Gain Work180 endorsement reflecting Netwealth's commitment to raising workplace standards for women.
 - Explore further services to support all types of carers at Netwealth
- **Social and wellbeing initiatives**
 - Increase awareness of financial wellbeing and digital wellbeing, inc. activities and processes

Ongoing initiatives

We are committed to ongoing investment into our people, their wellbeing and the diversity of our workplace. These include:

- Regular review of gender diversity and salary equity, including actions to rectify discrepancies.
- Supporting our leaders, through provision of career development, forums, updates, tool kits and appropriate training.
- Regularly challenging and developing our flexible working practices and other employee benefits.
- Provision of social and wellbeing activities and events throughout the year.
- Provision of employee benefits such as salary continuance insurance (without charge), access to discounts from retailers and reward programs for wellness such as AIA Vitality.
- Championing and celebrating employees who demonstrate exceptional alignment to Netwealth's values.
- Provision of leave and paid superannuation contributions for employees on parental leave.
- Provision of carer support for employees with primary school aged children in school holidays through KidsCo.
- Provision of our Influencer program for high potential employees (est. 2019).



Photo above: Employees Ashleigh Bostock, Assistant Receptionist, and Maggie Wilson, Internal Recruitment Consultant during Wellness Week, June 2022.



Create a positive social and environmental impact



Create a positive social and environmental impact

We partner with and financially support organisations that create lasting positive social and environmental impacts

Our aims

- Support workplace giving through the Netwealth Impact Fund
- Encourage employee involvement in the distribution of financial support
- Celebrate and support employee volunteering
- Improve financial literacy and education opportunities in our community
- Seek opportunities to create a positive social and environmental impact

What we have done in FY2022

- **Netwealth Impact Group and Fund**
 - The Impact Group communications strategy was launched including branding, website pages, and posters.
 - Fundraising events were held throughout the year, such as a bake sale, clothing drive and easter fete and raffle, which raised over \$11,906 for the Netwealth Impact Fund.
 - A contribution of \$1,941 was made to the UNICEF 'Give the World a Shot' campaign to support Covid-19 vaccination rates in developing countries.
 - Employee giving was established through Netwealth's payroll to facilitate an easy mechanism for employees who wish to make donations to the Impact Fund. In FY2022, employees donated \$7,941. Growing the number of employees using the facility will be a goal for FY2023.
 - Netwealth matched all donations to the Fund made through either workplace giving or fundraising efforts. This totalled an amount of \$24,270.

- Netwealth employees selected three not-for-profit organisations to support from the Impact Fund. The chosen not-for-profit organisations were Live4Life, People & Parks Foundation and Food for Change Foundation Limited. Netwealth invited these organisations to present to our employees at a Netwealth Town Hall, explaining what work they do, their mission and their impact. Netwealth donated a total of \$8,000 from the Impact Fund to each organisation with a total donation of \$24,000.



- **Employee volunteering**

- A clothing drive saw Netwealth employees donate over 500kg of preloved clothing to not-for-profit organisations. Netwealth matched each kilogram with a \$10 donation, resulting in a donation of \$5,000 to the Impact Fund.
- The availability of Volunteer leave was reemphasised to all employees and a variety of activities were offered. Employees achieved 520 volunteer hours throughout the year, at organisations such as Foodbank, Walking Stars Cancer Council event, Red Cross Blood Donations, Very Special Kids and OzHarvest in Sydney and Brisbane.



Photo above: Bernard Galbally from Live4 Life, and Alison Hill from People & Parks Foundation talking to Netwealth employees, March 2022.

Photo right: Dilani Chandrasena, Senior Risk Analyst and Deanne Moir, Data Risk Manager at Foodbank, November 2021.

- **Financial literacy**

- Netwealth continued to financially support Banquer Primary to provide free financial education to primary school students across Australia. The 2021 school year, saw the Banquer Primary program provided to 20,583 students across 485 schools.

- **Supporting business that are ethical**

- We launched our corporate sustainability framework to employees with special Netwealth corporate sustainability hoodies. These were manufactured and produced by Etiko, a certified fair trade garment manufacturer.
- With the move into our new Melbourne office, a list of local cafes and restaurants who focus on sustainable and/or ethical values to support was made available to Netwealth employees.



Photo above: Netwealth employees sporting their Etiko corporate sustainability hoodies and t-shirts, July 2022.

Case study – Banqer partnership

Banqer is a financial education platform for primary school children to learn and experiment with financial concepts. Students enter a classroom virtual economy and have their own bank accounts. They get to experience budgeting, saving, and spending in a safe and controlled environment.

Netwealth commenced supporting Banqer in 2017, by providing financial assistance so that Banqer could be rolled out to Australian children within the classrooms without cost to the school, parents or Banqer. Netwealth aims to support financial education to empower younger Australians to develop an interest in their finances and to help them discover their own 'brighter' financial future.

In 2021, the Banqer program was utilised in 485 schools, covering 20,583 students. This was a strong uplift on previous years, likely reflecting the need to find more 'at home' friendly content for primary school children during the Covid-19 pandemic. Netwealth had hoped to bring the program to 225 schools, and 10,700 students, but this result was more than double expectations. Netwealth expects that FY2023 may see numbers reduce slightly.

“I am so thankful to Netwealth for sponsoring Banqer! We discovered Banqer late in the year and I am going to jump onto it earlier next year as it was so informative for my class and they loved every minute of it.”

- Teacher, Victoria



Photo above: Primary school students using the Banqer in the classroom, 2022.

Our plans FY2023 and beyond

Netwealth Impact Fund

- Workplace giving campaign to increase awareness and participation in employee giving
- Financially support Live4Life and promote mental health awareness to employees
- Financially support People & Parks Foundation and grow awareness of sustainable natural environments
- Financially support Food for Change Foundation Limited

Employee volunteering

- Promote opportunities to raise volunteering levels across Netwealth to empower more employees to get involved

Educational activities

- Financially support Banqer Primary to provide financial education to primary students
- Financially support Centre for Women's Economic Safety to provide financial education to victims of domestic violence
- Partner with Swinburne University to run a university student program exposing a fintech problem and empowering solution creation through design sprint techniques in July 2022

Ongoing initiatives

Netwealth understands the importance of the society and environment around us, and we do the following things on an ongoing basis to promote a positive impact:

- Supporting ongoing selected education programs e.g. Banqer and Swinburne initiatives.
- Utilising the Netwealth Impact Group (est. 2021) as a forum to discuss ideas to create a positive impact.
- Utilising the Netwealth Impact Fund (est. 2021) to distribute financial support to not-for-profit organisations.
- Supporting sustainable and ethical businesses.
- Ensuring adequate and appropriate volunteer opportunities are available to employees.

- Reviewing Netwealth's policies and procedures to determine if improvements can be made to better support society and the environment.

Photo right: Diana Chung, Sales Operations Manager, and Rebecca Wokes, National Key Account Manager volunteering at OzHarvest, May 2022.



Key performance indicators

	FY2022 Target	FY2022 Actual	FY2023 Target
Enhance our core			
Investment Trends			
Best overall platform (voted by advisers)	#1	#1	#1
Overall Satisfaction with Platform (voted by advisers)	#1	#1	#1
Transparent and genuine			
Employees know where to find information about Netwealth's corporate sustainability program	New	N/a as new measure	70%
Employees feel Netwealth clearly communicates on corporate sustainability initiatives	New	N/a as new measure	70%
Public Policies & Charters reviewed annually	New	N/a as new measure	100%
Diversity, talent, and wellbeing			
Gender diversity¹			
Board	>30%	33%	>30%
Senior Executive (excluding Executive Directors)	>30%	29%	>30%
Managers	>40%	36%	>40%
All employees	>45%	43%	>45%
Gender pay equity gap – Managers ²	<14%	12.8%	<12.5%
Gender pay equity gap – Employees ²	<5%	3.9%	<5%
Staff satisfaction			
Employee satisfaction (annual survey)	80%+	79%	80%+
Employee work life balance (annual survey)	New	81%	80%+

¹ All gender indicators are for the year 1 April 2021 to 31 March 2022 (in accordance with the *Workplace Gender Equality Act 2012* reporting requirements).

² In Victoria the November 2021 gender pay gap was 14.3% and 20.6% in Financial and Insurance Services across all employees. Netwealth has a diverse workforce and aims to keep the gender pay gap under 5% to -5% for non-managerial employees. We are aiming to bring the Managerial pay gap down to below 10% over time as we attract more females into senior leadership positions. **Data source:** ABS (2022), Average Weekly Earnings, November 2021, cat. no. 6302.0, viewed 02 March 2022, <https://www.abs.gov.au/statistics/labour/earnings-and-work-hours/average-weekly-earnings-australia/latest-release#data-download>

	FY2022 Target	FY2022 Actual	FY2023 Target
Create a positive impact			
<u>Building energy ratings</u>			
NABER energy rating	5.0 stars	Not released yet*	5.0 stars
NABER water rating	4.0 stars	Not released yet*	4.0 stars
Green Star rating	5.0 stars	Not released yet*	5.0 stars
Sustainability rating	5.0 stars	Not released yet*	5.0 stars
<u>Netwealth Impact Fund</u>			
Workplace giving / fundraising	\$25,000	\$19,269	\$25,000
Netwealth contribution	\$25,000	\$24,270	\$25,000
Our people involved in workplace giving	30%	11.4%	30%
Amount distributed from Impact Fund	\$20,000	\$24,000	\$27,000
<u>Banquer²</u>			
Number of students	10,700 (25% growth)	20,583	18,000
Number of schools	225	485	400
<u>Volunteering</u>			
Employee volunteering hours	1000 hours	520 hours	1,086 hours (approx. 35% of staff)
<u>General</u>			
Employees feel Netwealth allows them to make a positive difference in the community	No target allocated	66%	80%+
Netwealth has a genuine commitment to social responsibility	No target allocated	77%	80%+

Green = Target met

Amber = Target near miss

Red = Target significant variance from intended goal

* Due to Covid-19 our office building has not been fully occupied and as such has not been provided with its ratings.

² All Banquer indicators are for the year 1 January 2020 to 31 December 2020 (in accordance with the school year).



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