

HUB24 GROUP DIVERSITY POLICY

Approved by HUB24 Limited Board: 30 June 2021

Policy Owner: Head of Human Resources

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Contents

1. PURPOSE.....	3
2. SCOPE	3
3. RESPONSIBILITIES.....	3
4. DIVERSITY POLICY.....	4
5. ROLES AND ACCOUNTABILITIES.....	5

1. PURPOSE

- 1.1 HUB24 Limited (HUB24) is an ASX listed entity and head of the HUB24 Group of companies that includes but is not limited to HUB24 Custodial Services Ltd, Xplore Wealth Pty Limited and HUBconnect Pty Ltd (HUB24 Group). In this policy members of the HUB24 Group are collectively referred to as the Subsidiaries.
- 1.2 Our focus on diversity and inclusion is about valuing individual differences and the knowledge, skills and experience people bring to the workplace.
- 1.3 HUB24 Group considers diversity to broadly include characteristics such as age, gender, gender identity, physical ability, disability, socio-economic background, cultural background and ethnicity, marital, family or relationship status, religious beliefs, or sexual orientation.
- 1.4 HUB24 Group promotes a culture where everyone feels respected and valued, and able to participate fully to the best of their ability with equal access to opportunity. The diversity of thought driven by inclusion promotes innovation, employee engagement and business productivity, and aligns to HUB24 Group's values.
- 1.5 To support HUB24 Group's focus on ensuring diversity and inclusion throughout our business, discrimination, harassment, vilification and victimisation will not be tolerated.
- 1.6 The HUB24 Group Diversity Policy (Policy) has regard to the ASX Corporate Governance Council's 'Corporate Governance Principles and Recommendations' 4th Edition and sound business practice.

2. SCOPE

- 2.1 This Policy applies to HUB24 Group, their directors, officers, employees and Contractors¹ (our People).

3. RESPONSIBILITIES

- 3.1 HUB24 Group is committed to creating a sustainable and inclusive environment for all it's People. The intent of our policies and behavioural expectations is to maintain a fair and equitable workplace that encourages a culture of mutual respect and supports all our People to contribute fully.
- 3.2 All HUB24 Group managers and leaders are responsible for ensuring their management practices and behaviours are consistent with the principles set out in this Policy, and that individual differences are understood, respected and promoted.

¹ A reference to "Contractor" on this Policy means an individual who is contracted to work for HUB24 for a minimum of two days a week for at least four weeks.

- 3.3 All HUB24 Group employees are responsible for respecting and valuing individual differences and ensuring that their behaviours are consistent with the principles set out in this Policy.

4. DIVERSITY POLICY

4.1 *Recruitment and Selection:*

- 4.1.1 HUB24 Group fosters a culture where qualified applicants are recruited on the basis of merit, skills, experience and their alignment to our organisational values.
- 4.1.2 Recruitment and promotion practices aim to eliminate bias (real or perceived) and are designed to attract and engage a diverse range of candidates for hiring consideration.
- 4.1.3 We are committed to hiring people with the qualities and capabilities to do the best job, regardless of disability, gender, sexual orientation, age, ethnicity, religion, parental status or any other attribute.
- 4.1.4 HUB24 Group proactively works to create broad and diverse candidate pools and seeks to ensure an unbiased selection process to maintain a diverse workforce, including achieving our gender diversity target outcomes.

4.2 *Talent and Development:*

- 4.2.1 HUB24 Group encourages and supports growth and development opportunities amongst all our People to help them reach their full potential. Talent planning processes identify high potential individuals from a range of backgrounds, and managers work closely with these individuals to develop their skills, experience and capability.
- 4.2.2 The HUB24 Group aims to attract and retain a balance of skills and experience at all levels and across all demographics to actively facilitate a more diverse and representative workforce and management structure throughout the business, and to support a strong and broad succession plan for key roles. HUB24 Group promotes a continuous learning culture and ensures that learning opportunities are made available on an unbiased basis.

4.3 *Remuneration, recognition and reward:*

- 4.3.1 HUB24 Group recognises and rewards achievement based on performance and merit. The HUB24 performance and remuneration review processes are applied consistently to all of our People and we undertake significant review during the planning phase to mitigate against any potential bias in these processes.
- 4.3.2 HUB24 Group endeavours to ensure that there is no direct or indirect discrimination against any of our People for any reason regarding the remuneration they receive.
- 4.3.3 HUB24 Group reviews remuneration in “like-for-like” roles on an annual basis to identify any pay gaps which may arise, including specifically considering any gender pay gaps, and seeks to address any gaps found.

4.4 *Flexible working:*

- 4.4.1 HUB24 Group recognises the value of supporting flexible working arrangements where it is practical to do so, to assist it's People to balance their work and external responsibilities and to continue to manage our business operations. Our workplace aims to support our People to access and utilise arrangements such as paid parental leave, part-time, and other flexible working arrangements (including the ability to work remotely) regardless of gender. In determining such arrangements, consideration is given to any impact to business outcomes, our clients and the circumstances of individual People.

5. ROLES AND ACCOUNTABILITIES

HUB24 Board

- 5.1 The HUB24 Board (Board) is ultimately responsible for HUB24 Group Diversity Policy.

Remuneration and Nominations Committee

- 5.2 In order to assist the Board in discharging its responsibilities, the Board has established and delegated certain functions to the HUB24 Remuneration and Nominations Committee (R & NC).

- 5.3 The R & NC's role includes but is not limited to:

- a) the process for creating and maintaining appropriate diversity including the recruitment of new directors, including evaluating the balance of skills, knowledge, experience, independence and diversity on the Board and, in the light of this evaluation, preparing a description of the role and capabilities required for a particular appointment;
- b) monitoring and reporting any gender or other inappropriate bias generally or in remuneration for HUB24 Directors, senior executives or other employees; and
- c) promoting diversity within the HUB24 Group.

HUB24 Management

- 5.4 HUB24 Management is accountable for:

- a) continually reinforcing the HUB24 Group approach to diversity;
- b) ensuring that our People receive appropriate training on their responsibilities under this Policy;
- c) ensuring appropriate and proportionate remedial or disciplinary action is taken in relation to any breach of this Policy.

Our People

- 5.5 Each of our People is personally accountable for observing this Policy on a day-to-day basis.