

# GENDER EQUALITY AND DIVERSITY POLICY

PSC INSURANCE GROUP LIMITED ("Company")

## 1. Scope

This policy applies to the Company's board of directors ("**Board**"), officers and employees ("**Personnel**").

## 2. Purpose

The Company has a strong commitment to promote an organisational culture which highly values equity and inclusiveness and believes strongly in social responsibility and transformation. The Company recognises the value of attracting and retaining Personnel of different backgrounds, knowledge, experiences and abilities

Gender equality and diversity contributes to the Company's business success and benefits individuals, clients, teams, shareholders and stakeholders.

Our business policies, practices and behaviours promote diversity and equal opportunity and create an environment where individual differences are valued and all Personnel have the opportunity to realise their potential and contribute to the Company's success.

## 3. What is Gender Equality and Diversity?

Gender Equality and diversity recognises and values the contribution of people with differences in background, experience and perspectives. The Company recognises that diversity refers to visible and invisible differences that exist between people, including (but not limited to) race, colour, physical features, sex, sexual preference, gender identity, lawful sexual activity, age, physical or mental disability, marital status, family responsibilities, pregnancy, breast feeding, carer responsibilities, religion, political opinion, national extraction, social origin, industrial activity or trade union membership, actual or imputed characteristics of any of the attributes listed above and association with a person identified by reference to any of the attributes listed above. It also refers to diverse ways of thinking and ways of working.

At the Company, gender equality and diversity means:

- an inclusive workplace that embraces individual differences;
- a workplace that is free from discriminatory behaviours and business practices including discrimination, harassment, bullying, victimisation and vilification;
- equitable frameworks and policies, processes and practices that limit potential unconscious bias;
- equal employment opportunities based on capability and performance;
- awareness of the different needs of employees;
- the provision of flexible work practices and policies to support employees; and
- attraction and retention of a diverse range of talented people.

The Company aspires to achieve the objectives set out in this policy and aims to embed a strong gender equality and diversity framework within its systems and culture.

## 4. Board's Responsibilities

The directors of the Company will be responsible for promoting diversity within the Company's culture and monitoring the effectiveness of this policy. The Company recognises that it needs to provide management with appropriate guidance in order to foster a value for gender equality and diversity within its management culture. The Board will also be required to develop initiatives that will promote and achieve gender equality and diversity goals.

## **5. Remuneration and Nomination Committee's Responsibilities**

The Remuneration and Nomination Committee is responsible for reviewing this policy.

## **6. Personnel's Responsibilities**

All Personnel are required to act in a manner that supports gender equality and diversity within the workplace. Employees are encouraged to provide feedback to management regarding programs or initiatives which will improve the Company's approach to gender equality and diversity and inclusion in the workplace.

## **7. Implementation**

The Company recognises that gender equality and diversity amongst its Personnel:

- broadens the pool of high-quality directors and employees;
- is likely to enhance ability of the Company to attract talent and retain employees;
- is likely to encourage greater innovation by drawing on different perspectives;
- is a socially and economically responsible governance practice; and
- will improve the Company's corporate reputation.

The Remuneration and Nomination Committee is responsible for recommending such measurable objectives to the Board in light of the Company's general selection policy for Personnel. These measurable objectives also align with the ASX Corporate Governance Principles and Recommendations.

This policy is reviewed annually.