



*aspire, innovate, grow & impact*

# Diversity, Equity & Inclusion Policy

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## 1. Purpose

Prime Financial Group Limited (Prime) has a commitment to promoting diversity, equity and inclusion in the workplace, fostering opportunities and fair treatment for our people to be at their Prime. We recognise our commitment to DEI as a key factor of our success and a major contributor to sustainable innovation.

At Prime, Diversity, Equity and Inclusion is about recognising and valuing the contribution of people regardless of their backgrounds and differences. Our people are as diverse as the communities in which we operate and live.

The objective of this Policy is to:

- Ensure that our People act with integrity and treat others fairly and with respect, irrespective of their differences;
- Ensure equity and fairness in our People management practices and processes so that operations and decisions are free from discrimination, harassment, bullying, victimisation and vilification;
- and
- Foster a Culture that values and promotes workforce Diversity, equity and Inclusion

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## 2. Policy Statement

Valuing and managing diversity, equity and inclusion means that Prime will:

- Facilitate equal employment opportunities
- Actively promote diversity in the sourcing of candidates for employment;
- Help to build a safe work environment by taking action against inappropriate workplace and business behavior that does not value diversity (in all its forms) including discrimination, harassment, bullying, victimization and vilification;
- Develop flexible work practices to meet the differing needs of employees provided that the implementation of these practices is congruent with effective practices for the business;
- Attract and retain a skilled and diverse workforce as an employer of choice;
- Enhance customer service and market reputation through a workforce that respects and reflects the diversity of Prime's clients and the communities in which we operate
- Actively provide opportunities for employees to further their learning and development potential;
- Make a contribution to the economic, social and educational well-being of the communities it serves;
- Improve the quality of decision-making, productivity and teamwork;
- Create an inclusive and equitable workplace culture where Management seeks employees input and ideas enabling meaningful contribution.

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## 3. Policies Requirements

We recognise and value that our people come with their own frame of reference and perspectives shaped by their unique experiences.

- We will not tolerate any form of unlawful discrimination or harassment, bullying and victimisation of persons in the workplace.
- We aim to attract and retain a workforce whose composition reflects diversity in all its forms
- We aim to make fair and merit-based decisions, particularly with regards to recruitment, evaluation of performance, access to development opportunities, identification of talent, succession planning and career progression – free of unconscious bias.
- We are committed to pay equity and continuously monitor to identify, eliminate, and rectify gaps.
- We monitor and manage our systems, processes and practices to strengthen equality of opportunity for everyone.
- We seek transparency in reporting internally and externally against our objectives and in accordance with statutory and regulatory requirements.
- We believe that flexible working practices, when leveraged as a strategic tool to improve business outcomes and employee wellbeing, is a foundation for delivering sustained high-performance and enhanced productivity.
- We recognise that the sharing of caring responsibilities promotes workforce participation with a committed to a parental leave policy.

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## 4. Scope

This policy applies to all Prime employees including contractors and temporary employees.

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## 5. Measurable Objectives and role of the board

Diversity, equity and inclusion is integral to the Group's overall success. The Board of Prime have set measurable objectives and on an annual basis, will review the objectives and the Company's progress in achieving them.

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## 6. Annual Report Disclosure

The Board of Prime will ensure that the Company, in its Annual Report, discloses:

- The measurable objectives established for achieving diversity, equity and inclusion;
- The Company's progress in achieving those measurable objectives for achieving diversity, equity and inclusion across all levels of the organisation

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## 7. Diversity Policy – Amendment

Any amendments to this policy must be approved by the Board of the Prime.

This amendment was made on March 2023.

Policy Owner: Alicia Sanders.



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