

Firetrail

INVESTMENTS

Diversity & Inclusion

Policy



Contents

Diversity & Inclusion Policy.....	1
Purpose	3
Benefits.....	3
Measurable Objectives and Initiatives.....	3
Reporting	4

Purpose

Firetrail Investments (the Company) recognise the need to attract and retain the very best people in order for the Company to meet its objectives. The purpose of this Diversity and Inclusion (D&I) Policy (**Policy**) is to outline the Company's commitment to support inclusive processes and practices and provide a framework to achieve the Company's D&I objectives. This Policy also provides a process for the Board to determine measurable objectives which the Company will implement and report against to achieve its D&I objectives.

Nothing in this Policy shall be interpreted or construed so as to endorse diversity as the principal criteria for the selection and promotion of the Company's employees and directors. An employee or director's skills, experience and overall prospects of adding value to the Company shall take precedence over all other considerations, including diversity considerations.

This Policy does not impose any obligation to engage in, or justification for engaging in, any conduct that is contrary to any applicable anti-discrimination or equal employment opportunity laws.

Benefits

The Company recognises the benefits of a diverse group of employees reflecting different backgrounds, perspectives, styles, knowledge, experience and abilities. Workplace diversity in this context includes but is not limited to gender, gender identity, age, race, disability, nationality, marital status, family status, socio-economic background, sexual orientation, religious belief and ethnicity. While diversity is essential, the Company recognises that building an inclusive workplace culture is necessary to support a diverse workplace. Inclusion is creating an environment where all employees are valued, respected and supported, and employee contributions are leveraged to enable the Company to achieve its potential.

These benefits include:

- Diversity of thought, creativity innovation and problem solving;
- Diligence in decision making and risk management;
- Ability to interact with clients including the ability to anticipate their needs;
- Staff morale, engagement, retention and productivity;
- Access to a broader external pool of talent.

Accordingly, the Company is committed to workplace D&I which includes recruiting, rewarding and retaining people with diverse backgrounds

Measurable Objectives and Initiatives

The Company will use this Policy as a framework to facilitate meeting its D&I objectives. The overarching principles are to recruit, reward and retain:

- an appropriately diverse and skilled workforce and Board, appointed on merit, which will support the achievement of the business' objectives;
- a corporate culture characterised by inclusive practices and behaviours for the benefit of all employees and directors;
- a work environment that values and utilises the contributions of employees and directors with diverse backgrounds, experiences and perspectives through improved awareness of the benefits of diversity and inclusion; and
- an inclusive environment where all people feel safe and respected to be their full selves at work.

The Company has determined the following initiatives to assist with the achievement of the Company's workplace D&I objectives:

- equal opportunity recruitment process that draws a diverse pool of candidates for all positions, including Board and senior management appointments;
- flexible work arrangements to assist employees to balance their work, personal and family responsibilities;
- facilitating a strong return to work and retention rate of employees on parental leave;
- support the Pinnacle Women in Finance Scholarships through the provision of paid internships to assist female university students in gaining a greater understanding of and experience in investment management;
- applying the principle of equality when setting salaries and considering the short term and long-term incentives of all employees;
- applying the principle of equality when considering internal promotions and succession planning; and
- comprehensive employee behaviour and grievance resolution policy including equal opportunity, harassment, bullying, vilification, victimisation, whistleblowing and grievance resolution.

to educate and build awareness of diversity initiatives and to encourage conversations around D&I. The Company will determine any other initiatives from time to time that may be appropriate with regard to the Company's size and nature of operations.

Reporting

The Managing Director will monitor and report to the Board annually on the Company's progress against the measurable D&I objectives.

The Board will annually assess these measurable D&I objectives and the Company's progress against these objectives.