

Integrity Trust Expertise The Fiducian Way



Diversity Policy

Fiducian Group Limited
Level 4, 1 York Street, Sydney

August 2020

Control Sheet

Policy	Diversity Policy
Version	6.0
Entity	Fiducian Group Limited
Date Effective	17 August 2020
Approved By	The Board of the Fiducian Group Limited
Review Requirement	Annually

Modifications			
Version	Date of Modification	Brief Description of Modification	Approved By
1.0	16 September 2015	Review and update of FPSL Policy	FGL Board
2.0	21 November 2016	Minor update to policy following annual review	FGL Board
3.0	17 August 2017	Annual review – no modification	FGL Board
4.0	16 August 2018	Annual review – no modification	FGL Board
5.0	15 August 2019	Annual review – minor amendments	FGL Board
6.0	17 August 2020	Annual review – minor amendments	FGL Board

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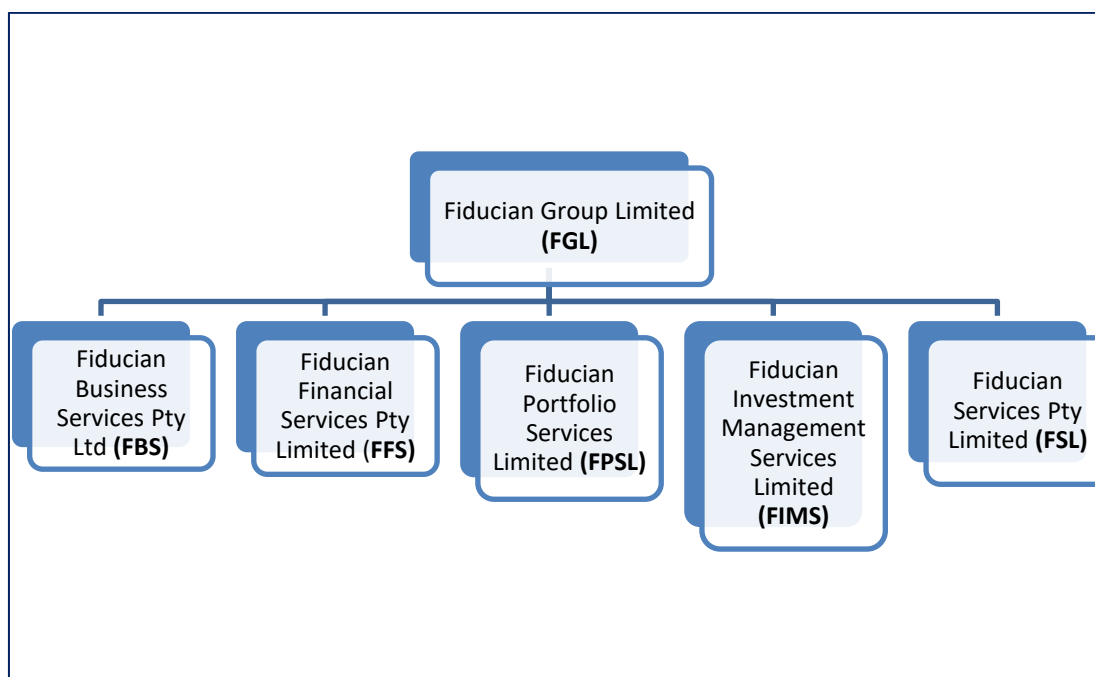
1. INTRODUCTION

1.1 Organisational context

1.1.1 Fiducian Group Limited (ABN 41 602 423 610) has the following wholly owned subsidiaries (collectively known as the Fiducian Group or **Fiducian**):

- (a) Fiducian Portfolio Services Limited ABN 13 073 845 931 – trustee for registered superannuation entity of Fiducian Superannuation Service regulated by the Australian Prudential Regulatory Authority.
- (b) Fiducian Financial Services Pty Ltd (**FFS**) ABN 46 094 765 134 (AFSL No. 231103) – provider of financial planning services through its network of franchisees and employed financial planners;
- (c) Fiducian Investment Management Services Limited ABN 28 602 441 814 (AFSL No. 468211) – provider of funds management and investment services (including wrap platforms (Fiducian Investment Service) and managed discretionary accounts (Fiducian MDA Service)) and also responsible entity of a suite of registered managed investment schemes known as the Fiducian Funds and the Fiducian SMA Fund;
- (d) Fiducian Business Services Pty Ltd ABN 16 063 433 367 – provider of business development and distribution services to related companies of the Fiducian Group; and
- (e) Fiducian Services Pty Limited ABN 41 602 437 892 – provider of information technology solutions and administration services to administer superannuation and investment service platforms used by FFS financial planners and independent financial advisers. FSL also provides administrative services for the Fiducian Group such as platform administration, legal, financial accounting, marketing and distribution support services.

1.1.2 The Fiducian Group is a specialist financial services organisation providing financial planning, funds management, investment platform administration, information technology and business development/distribution services.



1.2 Overview

- 1.2.1 Fiducian is an equal opportunity employer and does not discriminate on gender, age, cultural background or country of origin. Fiducian is also committed to workplace diversity and this Diversity Policy reflects that commitment.
- 1.2.2 Fiducian believes that all appointments and hiring decisions should be based on an assessment of merit and suitability for the role.
- 1.2.3 This Diversity Policy applies to Fiducian and all of its controlled and wholly owned entities.

2. DIVERSITY

2.1 The Benefits of Diversity

- 2.1.1 A diverse workforce is one that offers equal opportunity to all employees and recognises and embraces the value that different people can bring to a company through their gender, age, ethnicity, cultural background, marital status, sexual orientation and/or religious beliefs.
- 2.1.2 Fiducian believes that promoting a diverse workforce:
 - (a) enables Fiducian to achieve improved outcomes by benefiting from the differing perspectives and expertise that people from diverse backgrounds bring to their roles;
 - (b) benefits all of Fiducian's stakeholders; and
 - (c) is consistent with Fiducian's broader corporate governance principles, specifically Fiducian's Code of Conduct and Human Resources Policies and Procedures, which implement workplace flexibility in respect to domestic and parental responsibilities.

2.2 Promoting Diversity

- 2.2.1 Fiducian promotes a diverse workforce by aiming to ensure that all employees and applicants for employment are fairly considered according to their skills, qualifications, abilities and aptitudes without regard to factors that are irrelevant to the person's skill or ability to fulfil the inherent job requirements and aiming to minimise any impact of conscious or unconscious biases that may cause discrimination in the recruitment process.
- 2.2.2 Fiducian has implemented the following initiatives to specifically assist with improving diversity:
 - (a) Employee development programs to prepare them for management positions;
 - (b) promoting a safe work environment by taking action against inappropriate workplace and business behaviour (including discrimination, harassment, bullying, victimisation and vilification); and
 - (c) networking opportunities.

2.3 Measurable Objectives

- 2.3.1 The Board may at its discretion use the following measurable objectives for achieving diversity:
 - (a) recruitment practices which aim for a mix of appropriately qualified applicants shortlisted for both Board positions and senior roles within our organisation;
 - (b) assessing the impact and utilisation of our current parental leave conditions;

- (c) developing a culture that takes account of domestic responsibilities of employees;
- (d) subject to operational and business requirements, facilitate the use of flexible working arrangements, in relation to when, where and how the work is delivered;
- (e) assess pay equity across the organisation on an annual basis;
- (f) assess the progress of the organisation with regard to the results reported in accordance with *Workplace Gender Equality Act*; and
- (g) any other strategies the Board may develop from time to time.

2.4 Roles and Responsibilities

2.4.1 Every Fiducian employee is responsible for supporting Fiducian's commitment to workplace diversity.

2.4.2 The Board has an overarching role to:

- (a) review and monitor the effectiveness of the Diversity Policy from time to time; and
- (b) review the measurable objectives for achieving diversity from time to time.

3. REVIEW

3.1 Review of the Policy

3.1.1 Fiducian will review this policy at least on an annual basis.