



### 1. Introduction

OFX Group Limited and its subsidiaries (**OFX**) recognise that a diverse workforce operating in an inclusive environment is key to our success. Reflecting the diversity of our customers, other stakeholders and the communities in which we operate enables us to better understand and serve their needs, build trust and make better business decisions. OFX is committed to building a culture and working environment in which our people can thrive, feel comfortable and respected and bring their whole self to work.

OFX seeks to leverage the value that comes from people who have diverse backgrounds, knowledge, lived experiences and perspectives. The Company defines diversity as all the characteristics that make individuals different from each other including but not limited to work background, age, gender or gender identity, marital or family status, cultural background or identity, socio-economic background, ethnicity, people with disabilities, religious belief, sexual orientation, perspective and experience. As such, OFX policies, benefits and practices are inclusive of these diversity dimensions.

The Company defines inclusion as the act of creating workplace environments in which any individual or group feels welcomed, respected, safe and valued to fully participate and contribute. Inclusive workplace environments facilitate employee wellbeing and incorporate cognitive diversity through new and different ways of thinking, interacting and working, so that all individuals are able to contribute to the organisation and bring their whole self to work. From this perspective, diversity is seen as the accumulation of different life experiences, knowledge and insights, which can be used to generate alternative views about work and how best to accomplish it.

OFX is committed to supporting and further developing diversity and inclusion at all levels of the organisation by attracting, recruiting, engaging, rewarding and retaining diverse talent and aligning our culture and people systems and processes with this commitment. To support an inclusive workplace, any form of unlawful discrimination, harassment, bullying vilification and victimisation will not be tolerated.

The OFX Diversity and Inclusion Policy (**Policy**) applies to directors, members of the Global Executive Team, all current and prospective employees, and where relevant and to the extent possible, consultants, secondees and contractors of OFX (each an **OFX Personnel**).

The Policy should be read in conjunction with other OFX Group policies and guidelines that support our commitment to the expected behaviours and conduct of all OFX Personnel. This Policy is also underpinned by OFX's Values of:

- Inspiring Customer Confidence
- Pushing Boundaries
- We're Better Together
- Always Keep Learning
- Get (the Right) Stuff Done.

## **2. Objectives**

OFX is committed to developing a workplace culture that embraces diversity and inclusion by:

- a) actively promoting an environment in which OFX Personnel are treated with dignity and respect;
- b) promoting the principle of fairness and enabling equality of opportunity when making decisions about recruitment, training and development, promotion, reward and recognition, and flexible work arrangements;
- c) adopting strategies which aim to progress towards a balanced gender and culturally diverse representation at all levels of the organisation;
- d) embedding the importance of diversity and inclusion within the OFX culture by encouraging and fostering a commitment to diversity and inclusion by Group Executive Team members and other senior leaders. All Group Executives and senior leaders are accountable for building an inclusive culture at OFX;
- e) recognising that employees at all levels may have personal and / or caring responsibilities and providing flexible work arrangements that will assist them to meet those responsibilities;
- f) in instances where employees are on any period of extended leave, such as parental leave or long term personal/carers leave, providing opportunities for employees to maintain their connection with OFX, including offering the option (without any obligation) to receive all-staff communications and to attend work functions and training programs;
- g) providing the Remuneration and Nomination Committee with the information it requires to oversee the implementation of this Policy including the identification and appointment of directors and senior management; and
- h) undertaking diversity and inclusion initiatives and measure their effectiveness.

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## **3. Compliance Requirements**

OFX seeks to meet its obligations as they relate to the ASX Corporate Governance Principles and Recommendations (as amended from time to time) and any other applicable regulatory requirements and/or legislation in the jurisdictions in which OFX operates.

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## **4. Recruitment and Selection**

OFX seeks to ensure transparent and equitable recruitment processes at all levels of the organisation, including Board members, so that recruitment and selection practices provide a diverse range of candidates for consideration.

In doing so, the Company will endeavour to ensure that:

- a) All recruitment and selection, including internal recruitment processes, are based on hiring for cultural contribution, which means that candidates are objectively assessed against the diversity of thinking and approach they bring to the organisation;



- b) All recruitment and selection activities, including internal recruitment processes, comply with equal employment opportunity and anti-discrimination requirements;
- c) People Leaders are educated on the importance of diversity and inclusion within the workplace and the role in which conscious and unconscious bias can affect recruitment and selection decisions.

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### 5. Learning and Development

OFX is committed to providing appropriate learning and development opportunities in relation to individual employee needs. All learning and development opportunities will be designed and delivered in a way that maximises fair and equitable access to all employees.

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### 6. Career Development and Promotion

OFX is committed to the personal and professional development of all employees by providing our people with opportunities to meet their career aspirations.

OFX will design and implement programs that will assist in the development of a broader and more diverse pool of skilled and experienced employees.

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### 7. Performance Reviews

The OFX performance review process has been developed to encourage and assist employees to achieve the levels of performance required to meet individual and Company objectives in a fair and equitable manner.

The OFX performance management system incorporates an assessment of results and behaviours, as well as 'Alignment' sessions with relevant stakeholders to support consistent and fair assessments of performance. All parties involved in the performance review process are educated upon their responsibilities in relation to equal opportunity and diversity.

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### 8. Flexible Work Arrangements

OFX seeks to provide a workplace that promotes work-life balance and wellbeing for all of our people. OFX recognises that flexible work arrangements may assist employees to balance their work and meet the needs of any personal / caring responsibilities they may have.

The Company offers a range of flexible working arrangements such as part-time work, flexible working hours and work from home arrangements, whilst jointly meeting the needs of the business, demands and expectations of clients and the needs and goals of employees.



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### 9. Measurable Objectives

OFX will set measurable objectives to achieve diversity and inclusion, in particular gender diversity, at all levels in the organisation, including the composition of its board, senior executives and workforce generally.

Management will develop the measurable objectives for approval by the Board or the Remuneration and Nomination Committee, as appropriate.

At least annually, Management will report to the Board (via the Remuneration and Nomination Committee) on progress against these measurable objectives and review and monitor the effectiveness of this policy.

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### 10. Responsibilities

The Remuneration and Nomination Committee will be responsible for reviewing and making recommendations to the OFX Board on this Policy and for assessing progress against measurable objectives annually.

The CEO and Managing Director and the Group Executive Team have direct accountability for implementation of this Policy and promoting adherence to this Policy by all OFX personnel.

All OFX Personnel are responsible for understanding and adhering to the terms of this Policy.

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### 11. Amendments to this Policy

This Policy will be reviewed biennially or more frequently if indicated, to ensure that it is operating effectively and to assess whether any changes are required.

**Updated:** February 2023

**Author:** People and Culture

**Reviewed by:** Chief People & Culture Officer and Chief Legal Officer & Company Secretary

**Approved by:** OFX Board

**Next Review Date:** February 2025