



DIVERSITY POLICY

Income Asset Management Group Limited ACN 010 653 862 (IAM or Company)

The Board is responsible for guiding and monitoring the Company which encompasses all the Group's wholly owned subsidiaries and controlled entities on behalf of shareholders by whom they are elected and to whom they are accountable.

The IAM Group consists of:

- Income Asset Management Group Limited ACN 010 653 862; and
- IAM Cash Markets Pty Ltd ACN 164 806 357.
- IAM Capital Markets Limited ACN 111 273 048;
- IAM Funds Pty Ltd ACN 643 600 088; and
- Trustees Australia Limited ACN 010 579 058.

This policy sets out the Company's aims and practices in relation to recognising and respecting diversity in the workplace.

INTRODUCTION

The Company recognises the benefits arising from employee and Board diversity, including a broader pool of high-quality personnel, improving employee retention, accessing different perspectives and ideas, and benefiting from all available talent.

Diversity includes, but is not limited to, gender, age, ethnicity, and cultural background.

To the extent practicable, the Company will address the recommendations and guidance provided in the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations.

The Diversity Policy does not form part of an employee's employment contract, nor gives rise to contractual obligations. However, to the extent that the Diversity Policy requires an employee to act and always subject to legal obligations, the Diversity Policy forms a direction of the Company with which an employee is expected to comply.



OBJECTIVES

The Diversity Policy provides a framework for the Company to achieve including:

- (a) a diverse and skilled workforce, leading to continuous improvement in service delivery and achievement of corporate goals;
- (b) a workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;
- (c) improved employment and career development opportunities for women;
- (d) a work environment that values and utilises the contributions of employees with diverse backgrounds, experiences, and perspectives through improved awareness of the benefits of workforce diversity and successful management of diversity; and
- (e) awareness in all staff of their rights and responsibilities with regards to fairness, equity, and respect for all aspects of diversity;

(collectively, the **Objectives**)

The Diversity Policy does not impose on the Company, its directors, officers, agents, or employee any obligation to engage in, or justification for engaging in, any conduct which is illegal or contrary to any anti-discrimination or equal employment opportunity legislation or laws in any State or Territory of Australia or of any foreign jurisdiction.

ACCOUNTABILITIES

The Board's commitment

The Board is committed to workplace diversity, with a particular focus on supporting the representation of women at the senior level of the Company and on the Board.

The Board is responsible for developing measurable objectives and strategies to meet the Objectives of the Diversity Policy (Measurable Objectives) and monitoring the progress of the Measurable Objectives through the monitoring, evaluation and reporting mechanisms listed below. The Board shall annually assess the Measurable Objectives, and progress in achieving them.

The Board will conduct all Board appointment processes in a manner that promotes gender diversity, including establishing a structured approach for identifying a pool of candidates, using external experts where necessary.



Strategies

The diversity strategies include:

- (a) recruiting from a diverse pool of candidates for all positions, including senior management and the Board;
- (b) reviewing succession plans to ensure an appropriate focus on diversity;
- (c) identifying specific factors to take account of in recruitment and selection processes to encourage diversity;
- (d) developing programs to develop a broader pool of skilled and experienced senior management and Board candidates, including, workplace development programs, mentoring programs and targeted training and development;
- (e) developing a culture which takes account of domestic responsibilities of employees; and
- (f) any other strategies the Board develops from time to time.

MONITORING AND EVALUATION

The Chairman will monitor the scope and currency of this policy.

The Company is responsible for implementing, monitoring, and reporting on the Measurable Objectives

Measurable Objectives as set by the Board will be included in the annual key performance indicators for the Chief Executive Officer/Chief Commercial Officer and senior executives.

In addition, the Board will review progress against the Objectives as a key performance indicator in its annual performance assessment.

REPORTING

The Board will include in the Corporate Governance Statement each year:

- (a) the Measurable Objectives set by the Board;
- (b) progress against the Objectives; and
- (c) the proportion of women employees in the whole organisation, at senior management level and at Board level.