

PRIME FINANCIAL GROUP LIMITED

DIVERSITY POLICY

1. PURPOSE

Prime Financial Group Limited (Prime) has a strong commitment to diversity and seeks to promote an inclusive culture where people are encouraged to succeed to the best of their ability.

At Prime, Diversity is about recognising and valuing the contribution of people from different backgrounds, with different perspectives and experiences. Diversity includes, but is not limited to, gender, age, disability, ethnicity, religion and cultural background.

2. POLICY STATEMENT

Valuing and managing diversity means that Prime will:

- Facilitate equal employment opportunities based on relative ability, performance or potential;
- 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 behaviour that does not value diversity 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;
- 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 workplace culture where Management seeks employees input and ideas and everyone feels they can make a meaningful contribution.

3. POLICIES AND PRACTICES

Prime has and will continue to develop its policies, procedures, practices and management processes to support diversity.

4. SCOPE

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

5. MEASURABLE OBJECTIVES AND ROLE OF THE BOARD

Gender diversity is integral to the Group's overall diversity strategy. The Board of Prime will set measurable objectives for achieving gender diversity and, on an annual basis, 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 gender diversity;
- The Company's progress in achieving those measurable objectives for achieving gender diversity; and
- The proportion of women employees in the whole organisation, women in senior management positions and women on the board.

7. DIVERSITY POLICY – AMENDMENT

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

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