

## Diversity and Inclusion Policy

Version: 2.0

Policy Owner: Human Resources

Approved by: Pendal Board on 29 September 2020

Last Reviewed: September 2020

# 1. Pendal Group's Commitment to Diversity and Inclusion

The Pendal Group (**Pendal** or the **Group**) consists of Pendal Group Limited, its Australian subsidiaries and J O Hambro Capital Management Limited (**JOHCM**) and its global affiliates (each a **Company**).

The success of the Group relies on valuing every employee for their distinctive skills, experience and perspective, aligned to Pendal's values and common purpose. Divergent views promote creative thinking and innovation, which in turn strengthens decision-making, risk management and business performance.

The Pendal Board and Executive are committed to workplace diversity, considering it broadly to include (but not be limited to) individual differences in view, personal/work experiences, lifestyle, ethnicity, nationality, culture, religion, age, gender, disability, physical attributes, family responsibility, sexual orientation and education.

It also recognises the critical importance of inclusion and providing a work environment where everyone is supported to fully participate and feel respected for their unique contribution.

## 2. Pendal's Diversity and Inclusion Priorities

Pendal's Diversity and Inclusion priorities are to:

- encourage broad diversity across all levels and areas of the business up to and including the Board;
- promote flexible working across the business;
- ensure organisational values and leadership behaviours and systems support a diverse workforce and inclusive work environment;
- recognise and mitigate against unconscious bias which impacts on business decisions;
- raise awareness of Diversity & Inclusion; and
- strive for continual improvement in Diversity and Inclusion performance.

## 3. How Pendal Supports Diversity and Inclusion

Pendal's Diversity and Inclusion priorities are supported by the following:

- An overarching global Diversity and Inclusion Strategy;
- Diversity and Inclusion Committees in Pendal Australia and JOHCM comprised of employees representing a broad range of Pendal business units, who are champions for the advancement of Diversity and Inclusion across the Group;
- Recruitment, promotion and career development processes that mitigate bias and deliver diversity in applicant pools, short-listed candidates and internal appointments across all levels up to and including board appointments;

- A range of flexible work arrangements, leave types and benefits that meet the differing needs of Pendal Group employees and attract and retain a diverse workforce;
- Measurable stretch Diversity and Inclusion targets against which progress is regularly monitored and reported on;
- Conscious monitoring and removal of barriers to participation for diverse candidates and employees;
- Leadership encouragement of an inclusive culture where all individuals feel valued and respected;
- Diversity and Inclusion training and initiatives designed to support the development of diverse employees, regular monitoring of their effectiveness and expansion of them where required; and
- At a minimum, Group compliance with the applicable legislative requirements that ensure employment equality.

## 4. General

This Policy does not form part of Pendal employment contracts and does not impose any binding obligations on Pendal. Pendal may vary this Policy from time to time.

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