



## DIVERSITY POLICY SUMMARY

### 1. Commitment

- 1.1 K2 Asset Management Holdings Ltd and its subsidiary K2 Asset Management Ltd (together K2) recognise that K2's employees are its greatest asset and aim to attract and retain the very best people so that K2 can meet its business objectives.
- 1.2 K2 respects people as individuals and values differences. It is committed to creating a working environment that is fair and flexible, promotes personal and professional growth and benefits from the capabilities of a diverse workforce. K2's recruitment and opportunities for promotion have always been based on merit. At least half of the company's departments are headed by women and one of K2's four directors is also female.
- 1.3 Diversity in the context of this policy refers to gender diversity in determining the composition of the Board and recruiting and retaining employees and senior management. However, more broadly K2 does aim to embrace and encourage diversity generally, including diversity of age, ethnicity and cultural background, as well as differences in background and life experience, communication styles, interpersonal skills, education, expertise and problem solving skills.
- 1.4 This Diversity Policy (Policy) provides guidance for the development and implementation of relevant plans, programs

and initiatives to recognise and promote gender diversity across K2.

- 1.5 Nothing in this Policy imposes on K2, its directors, officers, agents or employees, any obligations to engage in, or justification for engagement in, any conduct which is illegal or contrary to any anti-discrimination or equal opportunity legislation in operation in any State or Territory or any foreign jurisdiction.

### 2. Benefits

- 2.1 K2 embraces workforce diversity as a source of strength. This is not only about increasing readily apparent differences in the workforce, but more importantly, it is about the strategic advantage that comes from incorporating a wide variety of capabilities, ideas and insights in decision making and problem solving to maximise achievement of corporate goals.
- 2.2 Organisations that promote greater gender diversity:
- (a) have broader pools for recruitment of high-quality directors and employees and can benefit from all available talent;
  - (b) are better positioned to represent the needs of all clients and connect with them;
  - (c) are likely to support employee morale, motivation, engagement and retention, saving recruitment, training and productivity costs; and
  - (d) are likely to encourage greater diversity of thought, creativity, innovation, problem solving and diligence in decision-making and risk management.



### 3. Objectives (to be reported to ASX)

- 3.1 It is the Board's obligation to establish measurable objectives for achieving gender diversity.
- 3.2 The Board has set the following objectives, broken down into three key areas:
- (a) valuing diversity in the selection and appointment of directors and employees, always ensuring that decisions are based on merit alone;
  - (b) development of a culture that takes into account people's goals, domestic responsibilities and cultural backgrounds, and ensuring work practices which recognise that employees may have different domestic responsibilities throughout their careers; and
  - (c) defining and maintaining the mix of skills and diversity which the board desires for its membership.
- 3.3 The Board may set further objectives or targets as it sees fit from time to time, particularly as employee numbers increase.<sup>1</sup> K2 will take appropriate measures consistent with the size, nature and complexity of its operations.

#### *Objective 1: Valuing diversity in the selection and appointment of directors and employees*

- 3.4 K2 is committed to promoting a corporate culture which embraces diversity when

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<sup>1</sup> Such objectives could include:

- (a) mentoring programs;
- (b) targeted professional development programs aimed at helping women develop skills and experience that prepare them for senior management and board positions;
- (c) a process for identifying emerging females, with the skills and capabilities of filling a board position;
- (c) supporting the promotion of talented women into management positions; and
- (d) networking (for example inviting female employees and other women to events and activities)

recruiting employees, selecting senior management and appointing directors to the Board.

- 3.5 K2's diversity strategy includes:
- (a) aiming to recruit from a diverse pool of candidates for all positions, including for senior management and the Board; and
  - (b) identifying specific factors to take into account in the recruitment and selection processes to encourage diversity.
- 3.6 In accordance with their obligations under the Corporations Act 2001, directors must at all times act in the best interests of the Company as a whole. Accordingly, the best candidate for any position may still be chosen above a more "diverse" candidate.

#### *Objective 2: Workplace culture – ongoing diversity*

- 3.7 K2's diversity strategy includes developing a culture which takes account of people's goals, domestic responsibilities and cultural backgrounds.
- 3.8 K2 maintains policies and initiatives to help women and men balance their work, life and family responsibilities, with the goal of improving staff loyalty and retention, and maintaining diversity amongst its workforce.

- 3.9 These initiatives include:
- (a) a parental leave policy providing for paid parental leave, and part-time and other flexible work options where possible;
  - (b) "family days" which can be taken by full-time employees once every two months, for any purpose including attending children's or family activities, a religious holiday or cultural event; and



- (c) anti-discrimination and anti-harassment policy and training for all staff.
- 3.10 The Board takes into account the principal of equality of opportunity when considering internal promotions and setting salaries for all employees.

The Board and K2's Compliance Department will consider and develop further diversity, retention and loyalty programmes as in its view are necessary or beneficial.

*Objective 3: Diversity in Board Membership (to be reported to ASX)*

- 3.11 The mix of skills and diversity which K2's directors seek to achieve in the membership of the board are set out in K2's full-length Diversity Policy.

## **4. Monitoring and evaluation of objectives**

- 4.1 K2's Compliance Officer will monitor the scope and currency of this Policy.
- 4.2 Procedures for the measurement of the above objectives are set out in K2's full-length Diversity Policy.

## **5. Reporting**

- 5.1 K2's board charter states: "At least annually the Board, or an appropriate Board committee, will review and report on the relative proportion of men and women in the workforce at all levels of the economic group controlled by the Company."
- 5.2 The Compliance Officer or Company Secretary will report to the Board on progress against the measurable objectives on a six monthly basis; and on the achievement of the measurable objectives on an annual basis.

- 5.3 The Board will include, in the annual report, each year:
- (a) the measurable objectives (if any) set by the Board;
  - (b) the progress against the measurable objectives; and
  - (c) the proportion of females employed by K2, those at senior management level and at Board level.