

Diversity and Inclusion Policy

Channel Investment Management Limited

ACN 163 234 240, AFSL No 439007

Channel Capital Pty Ltd

ACN 162 591 568, AR No 1274413

What you need to know

- Channel recognises that an inclusive and diverse workplace will help attract, retain and develop the best people from the widest pool of available talent.
- Channel believes that diversity improves the quality of decision-making and thus enhances its capacity to create value.
- The Diversity and Inclusion Policy aims to:
 - establish a systematic framework to realise the ongoing benefits of an inclusive and diverse workplace culture;
 - encourage inclusion and diversity at all levels of the organisation;
 - define our principles and approach to building diversity and inclusion across the organisation;
 - set goals for achieving, measuring and reporting on the organisation's diversity and inclusion objectives; and
 - establish and outline the purpose and activities of the Diversity and Inclusion Working Group.

Policy Owner	Version No	Reviewer/s	Date of last Review	Date Approved by Board	Comments
People and Culture Manager	1	D&I Working Group, Compliance	N/A	29-04-22	Draft Joint Policy for CCPL and CIML

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1 Commitment to the Policy

Channel Investment Management Limited ('CIML') is an Australian Financial Services ('AFS') licensee, and is a wholly owned subsidiary of Channel Capital Pty Ltd ('CCPL'), which has been appointed as a corporate authorised representative. CIML acts as both a trustee and a responsible entity ('RE') of a number of registered management investment schemes ('Schemes').

In this Policy, **Channel, the Company, we, us** and **our** refers to both CIML and CCPL.

The boards of both CIML and CCPL are committed to ensuring a diverse and inclusive workplace, to promote a consistent approach to diversity and inclusion across the organisation and to provide a framework to achieve Channel's diversity and inclusion goals.

2 Policy Owner

The owner of this Policy is the People and Culture Manager ('Policy Owner').

The Policy Owner is responsible for:

- Building awareness of the contents of this Policy;
- Ensuring the Policy is kept up to date and appropriately tailored to Channel's structure and business operations;
- Monitoring the Policy; and
- Ensuring that the Policy is reviewed annually.

3 Purpose of this Policy

The purpose of this Policy is to demonstrate Channel's commitment to ensuring a diverse, equal, respectful and inclusive workplace, to promote a consistent approach to diversity and inclusion across the organisation and to provide a framework to achieve Channel's diversity and inclusion goals.

The Board and management believe that Channel's commitment to this Policy contributes to achieving its corporate objectives and embeds the importance and value of diversity and inclusion within Channel's culture.

Channel believes that the promotion of diversity and inclusion on the Board, in senior management and within all levels of Channel assists to achieve the following:

- A broader recruitment pool of high-quality directors and employees by employing individuals that excel at their job irrespective of their sex, sexual orientation, age, race, ethnicity, religion, disability, physical impairment or any other attribute;
- A supportive and understanding framework that facilitates employee retention as well as enabling employees to develop and realise their maximum potential within the organisation, irrespective of their differences and retention;
- The inclusion of a variety of skillsets which is likely to encourage greater innovation and improve the quality of decision-making, productivity and teamwork;

- Enhancement of client services and market reputation through a workforce that respects and reflects the diversity of our clients; and
- Alignment with best practice and corporate governance responsibilities.

4 Who should know and understand the Policy

The following people should be aware of the contents of this Policy:

- Channel's directors;
- All employees across Channel;
- Responsible Managers and Compliance Committee members;
- Anyone that the Policy Owner determines should know about the Policy (e.g. service providers, agents, contractors and temporary staff).

Channel will encourage all individuals listed above to provide feedback on this Policy.

To ensure that everyone is aware of the contents of this Policy, it will be made available in a common directory accessible by all staff and the Policy will also be made publicly available on Channel's website.

5 What diversity and inclusion means to our business

Channel is committed to fostering a diverse and inclusive work environment in which everyone is treated with respect and fairness, and where everyone feels valued for their contribution. We want our diverse workforce to reflect our people and the communities in which we operate.

Diversity

Diversity at Channel refers to all characteristics that make individuals different from each other. It includes characteristics or factors such as religion, race, ethnicity, nationality, language, gender, sexual orientation and gender identity, age, marital status, family responsibilities, pregnancy, breastfeeding, carer responsibilities, physical or mental disability, or any other area of potential difference. Diversity also refers to diverse ways of thinking and ways of working. A diverse workplace is about the commitment to equality and the treatment of all individuals with respect.

Inclusion

Inclusion is the embracing and harnessing of our diverse workforce, with a focus on creating effective working relationships. We want people to feel respected and connected. We recognise the important role our managers play in creating an inclusive culture and building inclusive teams where our people feel they belong, are heard and valued for their contribution to both their team and the greater organisation.

Gender diversity

Channel is committed to gender diversity and believes it is critical that gender is not a barrier to participation in all levels of our workforce. From the initial recruitment process to becoming a Channel employee, we are committed to providing equal opportunities for individuals to be recognised, thrive and succeed regardless of gender.

Board diversity

Channel is committed to maintaining Board diversity by developing an appointment process that takes diversity of background into account to ensure the Board is

comprised of directors with the right mixture of skills and experience. The Board will take into consideration the skills, experience, background, expertise and diversity that any potential appointment would bring to the Board.

Cultural diversity

Channel values cultural diversity among individuals and groups, and acknowledges that cultural diversity encompasses differences based on, but not limited to:

- Race;
- Ethnicity;
- Nationality;
- Language;
- Religion;
- Age;
- Educational background;
- Value and belief systems;
- Disability;
- Sexual orientation and gender identity; and
- Gender.

Channel does not tolerate discrimination on the basis of 'difference' and is committed to providing an environment where people are treated with respect and are supported in realising their full potential. Our people are expected to behave in accordance with Channel's Code of Conduct and values, including recognising and responding to unacceptable behaviour and taking appropriate action.

6 How we promote diversity and inclusion

Steps we are taking

Channel is committed to an inclusive workplace that embraces and promotes diversity. This involves providing supportive and inclusive diversity-related workplace practices within our business which ensure we are recruiting from sources that will provide access to a diverse pool of candidates. We are recruiting in such a manner that minimises bias in selection decisions and once recruited, will assist employees to maintain a healthy balance between work, family and other commitments, activities and interests.

Our existing diversity and inclusion related initiatives include:

- Paid parental leave;
- Flexible work arrangements;
- An employee assistance program; and
- Carer's leave.

These are some of the policies and programs that Channel has in place to assist all employees to develop and fulfill their career aspirations while balancing the demands and expectations of life outside of Channel.

7 Measuring diversity and inclusion

Measurable Objectives

Channel will establish, on an annual basis, measurable objectives for the achievement of diversity and inclusion within our organisation.

These objectives may include:

- Goals for gender equity at all levels within the organisation;
- Goals for representation of under-represented groups within the organisation;
- Initiatives to address any identified pay equity gaps;
- Leadership programs that promote equal opportunity, diversity and inclusion practices and a diverse and inclusive organisational culture; and
- Training and development programs that promote and embed equal employment opportunity ('EEO'), diversity and inclusion practices at Channel.

The senior management team is responsible for the approval of initiatives to achieve measurable objectives relating to EEO, diversity and inclusion. The senior management team will then be responsible for implementing approved initiatives.

8 Monitoring and reporting

Progress in achieving our diversity and inclusion objectives will be regularly measured and reported to the Head of Compliance and Governance by the Diversity and Inclusion Working Group and to the Board where required.

9 The Diversity and Inclusion Working Group

The Diversity and Inclusion Working Group is established by the Board and has responsibility to (and where appropriate, make recommendations to the Board on how to):

- Promote diversity and inclusion as an important strategic and cultural asset to achieve business objectives across the organisation;
- Set measurable diversity and inclusion objectives;
- Annually assess these objectives and report on the progress in achieving them to the Board;
- Identify ways to achieve and remove barriers to diversity and inclusion goals and commitments;
- Identify programs that will assist employees to develop the skills and experience that will prepare them for senior management and board positions;
- Report to the Board on any identified diversity issues within Channel and make recommendations as appropriate;
- Consult with material service providers on the awareness and implementation of diversity and inclusion policies/programs within their organisations; and
- Review this Policy on an annual basis.

10 **The Board**

The Board will, with the assistance and information provided by the Diversity and Inclusion Working Group:

- Consider, review and approve the objectives for achieving diversity and inclusion at all levels of the workplace; and
- Review and consider the effectiveness of this Policy, including to the extent it relates to Board diversity.

11 **Review and publication of this Policy**

The Diversity and Inclusion Working Group will review the contents of this Policy annually to ensure it remains current and relevant to Channel's operations.

12 **Related Policies**

The following policies contain provisions which are directly or indirectly related to the contents of this Policy:

- Code of Conduct;
- Whistleblower Policy; and
- Employee Manual.

13 **Further Information**

If you need further information regarding this Policy and how it is implemented, you should contact the Policy Owner.