

FINZSOFT SOLUTIONS LIMITED

DIVERSITY POLICY

*This Policy applies to Finzsoft Solutions Limited ("**Finzsoft**") and its subsidiaries (being the "**Group**"). It describes Finzsoft's approach to Diversity and how Diversity is promoted at Finzsoft.*

Finzsoft is committed to eliminating barriers and providing a work environment that recognises and values Diversity. We endeavour to ensure our workplaces are free from discrimination and other unlawful behaviours.

1. POLICY

- 1.1 Finzsoft is committed to ensuring "Diversity" will exist at all levels of Finzsoft (including the board of directors ("**Board**"), senior executives, management and other employees) through ensuring that there is a diverse blend of skills, experiences, views and attributes gained from life's experiences and backgrounds, including culture, gender, age, disability, religion, sexual orientation or otherwise.
- 1.2 Finzsoft's vision and values are integral to everything we do and underpin our commitment to Diversity in all workplace practices. Our employment practices are designed to prevent discrimination. Staff employed by Finzsoft are viewed as having been the best candidate for the position.

2. RESPONSIBILITY FOR POLICY

- 2.1 The Board is responsible for setting measurable objectives for achieving Diversity (which, at a minimum, shall address gender diversity) and to assess annually both the objectives and Finzsoft's progress in complying with them.
- 2.2 Although the Board retains ultimate accountability for this Policy, the Board has delegated responsibility for Policy implementation to the Chief Operating Officer.

3. GOVERNING PRINCIPLE AND OBJECTIVES

- 3.1 Finzsoft is an inclusive organisation and considers that Diversity offers a number of expected benefits including that it will:
 - (a) increase creativity, innovation and business success;
 - (b) improve leadership;
 - (c) add value in decision-making;
 - (d) enable diverse corporate, business and market opportunities and strategies;
 - (e) provide a competitive advantage;
 - (f) improve corporate performance; and
 - (g) increase shareholder value.

3.2 Finzsoft's success is built on innovative and commercially oriented people with a strong focus on delivering stakeholder benefits. This is achieved by recruiting staff with the competencies to support our business strategies, ensuring our competitive advantage. Our employment procedures are designed to ensure fair employment practices and to extend equal employment opportunity to all individuals. We recruit the best person for the position based on job requirements and merit.

4. INITIATIVES

4.1 Finzsoft has in place a number of initiatives to eliminate any potential barriers and to provide a work environment that recognises and values Diversity. These include flexible working arrangements and strict recruitment and selection policies and procedures designed to avoid discrimination.

4.2 In addition, Finzsoft intends to develop and implement the following further initiatives:

- (a) annually conduct a review of its skills mix to identify areas in which Diversity may be improved and to identify opportunities to improve Diversity through succession planning;
- (b) review recruitment procedures to ensure a wide range of potential candidates are considered at all levels; and
- (c) annually review pay equity at all levels of the organisation to minimise inadvertent discrimination.

5. MERIT BASED APPROACH

5.1 Consistent with Finzsoft's employment policies and practices, a merit-based approach is taken to the selection and promotion of employees and executives, and for determining composition of the Board.

5.2 In order to meet the Diversity compliance requirements recorded in the following section of this Policy, the Remuneration Subcommittee will:

- (a) develop data on relevant Diversity information, including gender Diversity, at Finzsoft at the employee, senior management and Board level as at the last balance date, and six monthly thereafter, for review by the Board;
- (b) monitor the reported data and consider future objectives concerning the initiatives referred to in this Policy; and
- (c) consider the need for future targets or key performance indicators in respect of Diversity, including gender Diversity.

6. COMPLIANCE REQUIREMENTS

6.1 Finzsoft will meet its obligations with respect to the issue of Diversity, as required under NZX Listing Rule 10.4.5, the NZX Corporate Governance Code and other regulatory requirements (if any), by:

- (a) establishing this Policy;
- (b) collecting and reporting data on gender Diversity at Finzsoft on the basis recorded in the table below:

Women	Board Level	Executive Level	Senior Management	All Staff
Number				
Percentage				

Men	Board Level	Executive Level	Senior Management	All Staff
Number				
Percentage				

- (c) reviewing the Diversity performance at Finzsoft;
- (d) considering actions and future objectives for improving Diversity, including (but not limited to) gender Diversity;
- (e) in its Annual Report, disclosing:
 - (i) a quantitative breakdown (of numbers and proportion), as to the gender composition of Finzsoft's directors and officers as at Finzsoft's balance date, and including comparative figures for the prior balance date (NZX Listing Rule 3.8.1(c)); and
 - (ii) a statement from the Board providing its evaluation of Finzsoft's performance with respect to this Policy (NZX Listing Rule 3.8.1(d)); and
- (f) at its discretion, disclosing in its Annual Report other information relating to Diversity policies or practices (including in particular in relation to Diversity other than gender).

7. COMMUNICATION

- 7.1 Finzsoft commits to the communication of this Policy to all directors, officers, employees/contractors, and to its shareholders and the market (via its website).

8. REPORTING

- 8.1 At least every six months the Remuneration Subcommittee will prepare a report to the Board detailing progress made towards achieving the diversity objectives set by the Board and the attainment of a diverse workplace. In addition, the Remuneration Subcommittee will facilitate the Board in reporting against this policy on a periodic basis.

9. OVERRIDING PRINCIPLE OF NON-DISCRIMINATION

- 9.1 Nothing in this Policy shall be taken to endorse:
 - (a) any discriminatory behaviour by or at Finzsoft;
 - (b) recruitment and promotion on any basis other than job requirements and merit; or
 - (c) any employee feeling prejudiced by this Policy in their career development or otherwise, in light of their own Diversity attributes.

10. BREACH OF POLICY

10.1 Any breach of this Policy will be fully investigated and may result in disciplinary action.

This Policy was adopted by the Board on 12 March 2019



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