

Workplace Diversity, Equity, and Inclusion Policy



Why we have this Policy

Platypus's core value is to produce superior returns for investors. A key part to achieving this outcome is through creating a safe and inclusive work environment for all employees across multiple dimensions.

We are dedicated to helping people thrive – our people and all those we work with. We respect differences as everyone has something unique to contribute to our core value.

Who it applies to

This Policy applies to all Representatives of Platypus, being employees, executive and non-executive directors, and all other persons (internal and external i.e. Authorised Representatives) who represent Platypus or are subject to the supervision and control of Platypus. The Board and CEO are accountable for and involved in the implementation of this Policy, and responsible for communicating this Policy to staff.

Detail and benefits of Policy

At Platypus we welcome difference and we support and celebrate diversity. This Policy outlines our inclusion practices helping ensure that we have a safe, diverse and welcoming workplace.

Diversity is an important feature of our workplace, and we strive to encourage diversity in our organisation. We recognise and value that we all have something unique to offer and our personal diversity is what makes us unique. This is what we seek to harness at Platypus. Diversity encompasses various dimensions, including socio-economic background, geographical location, educational background, disability, and sexual orientation. We believe diverse teams lead to more innovative and effective outcomes.

Diverse teams focus more on facts, process facts more carefully, and are more innovative.¹ It is in everyone's interest to promote and maintain diversity.

This Policy is important for the long-term success of Platypus, its people, the Funds it operates/manages and its customers.

Policy inclusion

Our policies and all associated benefits, support and services including parental leave are inclusive for all. Our policies are non-biased and where parents are mentioned we refer to them as primary and secondary carer.

Measurable objectives

While Platypus has a small team, it does not see size as an impediment to achieving sensible diversity outcomes.

We are committed to attracting a diverse range of candidates for all roles. Our selection practices are merit-based where we focus on the skills, abilities and qualifications of candidate. We assess

and reward performance, and the potential of our people, based on individual capability and contributions, irrespective of background or individual difference.

Our aim is to achieve a meaningful balance of women across all levels of the organisation and so we actively monitor gender pay parity and objectively assess our performance and compensation practices.

We measure and evaluate our success using appropriate external benchmarks.

Joining Platypus

Platypus promotes equal opportunity, and all vacancies are open to all people. We are aware of cognitive bias with respect to recruitment. For any role, we ensure:

- Diversity in candidate lists,
- Education of hiring managers for cognitive biases, and
- Diverse interview panels,

Succession planning considers diversity at all levels of the organization.

Carers

Platypus's approach to diversity and inclusion recognises the importance of flexibility and support for employees with caring and parenting responsibilities. Our generous parental leave policy reflects our commitment to supporting all parents in the workplace.

Monitoring and reporting

Capturing employee diversity data is an important way we can measure and monitor the success of our initiatives. We encourage our people to answer questions such as nationality and gender identity truthfully, so Platypus can maintain accurate diversity data and use it to continuously improve diversity, equity, and inclusion practices.

Examples of how data is used includes sharing information about our diversity and commitments with customers, investors and other parties that have a mutual relationship with Platypus.

We monitor and report on incidents and subsequent corrective actions aimed at preventing unsafe behaviour in the workplace.

1. <https://www.pnas.org/doi/abs/10.1073/pnas.1407301111>, <https://journals.sagepub.com/doi/abs/10.1177/0146167208328062>, <https://www.tandfonline.com/doi/abs/10.5172/impp.2013.15.2.149>



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Roles and responsibilities

All Representatives of Platypus, including the Board and CEO are required to support an inclusive workplace and all are responsible for raising and reporting concerns or incidents where identified.

Whilst all employees have this responsibility some specific teams are responsible for the implementation, review, investigation and continuous improvement of this Policy. Those accountable include the:

- CEO; and
- Compliance Manager

Policy breaches

A breach of this Policy may result in disciplinary action and/or performance management. A breach of this Policy may also be a breach of the Platypus Code of Conduct.