

JTH Asset Management Pty Ltd are committed to fostering a diverse and inclusive workplace where all employees feel valued, respected, and empowered. We recognise that a diverse team brings a wealth of perspectives, ideas, and experiences, which drives innovation, enhances decision-making, and strengthens our ability to serve our clients and communities.

Our commitment:

- **Equal Opportunity:** We are dedicated to providing equal employment opportunities to all individuals regardless of race, colour, ethnicity, national origin, gender, gender identity, sexual orientation, age, disability, religion, or any other characteristic protected by law. Our hiring, promotion, and development practices are designed to support a diverse workforce.
- **Respect and Inclusion:** We strive to create a workplace culture where every employee feels respected and included. Discrimination, harassment, and bias of any kind are not tolerated. We are committed to addressing and resolving any concerns promptly and fairly.
- **Training and Development:** We provide ongoing training and development opportunities to help employees understand and embrace diversity and inclusion principles. This includes awareness workshops, and resources that support professional growth and foster an inclusive environment.
- **Accountability and Continuous Improvement:** We regularly assess and review our diversity and inclusion practices to ensure they align with our values and goals. We hold ourselves accountable for making meaningful progress and are committed to continuous improvement in this area.

This policy statement shall be displayed at our JTH office in Mackay and is communicated to employees during our Safety Induction, and accessible via our Company website. We will review this policy periodically to ensure it remains relevant to the needs of the Company and our clients.

The directors of JTH Asset Management endorse this policy to confirm their personal commitment to creating and sustaining a work environment that is welcoming and supportive of all individuals. Our commitment to diversity and inclusion is integral to our success and reflects our core values.

We believe that by embracing our differences and working together, we can achieve our highest potential and make a positive impact on our working environment and wider community.

JTH IS COMMITTED TO PROVIDING A SAFE AND INCLUSIVE WORKING ENVIRONMENT THROUGH RESPONSIBLE MANAGEMENT.

Jason Trannore | Director

Dan Hollis | Director