

DIVERSITY POLICY

Platinum Asset Management Limited ABN 13 050 064 287 (the “Company”) is a holding company of investment companies, and in particular a funds management business carried out by Platinum Investment Management Limited ABN 25 063 565 006 which trades as ‘Platinum Asset Management’.

The Board of Directors (the “Board”) of the Company has established this Diversity Policy.

The Corporate Governance Principles and Recommendations 3rd Edition issued by the ASX Corporate Governance Council have been considered in setting this policy, specifically Recommendations 3.2 to 3.4.

A. INTRODUCTION

In a service-oriented business like Platinum, our people are our greatest asset. That is why we focus equally on attracting the best talent and providing an inclusive and supportive work environment for our staff. As such, workplace discrimination, harassment, vilification and victimisation will not be tolerated.

Platinum actively promotes a culture of equal opportunity and has the principles of meritocracy, fairness, equality and contribution to commercial success at all levels within the Company. We value the blend of skills, perspectives, styles and attitudes available to the Company through a diverse workforce and recognise that such diversity has contributed to our business success. (For example, our investment research team includes not only economists and finance experts, but also scientists and engineers).

In this context, workplace diversity includes gender, age, ethnicity, cultural background and more. To promote workplace diversity, our Board has adopted a Diversity Policy in addition to a Workplace Anti-Discrimination & Anti-Harassment Policy.

Our policies and processes which support diversity include:

- Building awareness in the organisation of the business value that diversity brings.
- Established a diversity committee comprising representatives from each business area. The diversity committee meets periodically and monitors progress on Board-recommended diversity strategies and make recommendations to the Board for further diversity opportunities.
- To provide training opportunities with the aim of bringing through the underlying potential of staff.
- To ensure outcomes with regard to remuneration are made with reference to performance.
- To provide flexibility to staff members. In this context, workplace flexibility involves developing people management strategies that accommodate differences in background, perspectives and family responsibilities of staff.
- To include in the recruitment process for vacant positions a diversified group (including gender diversity) of candidates. This further extends to the interview process for vacant positions on Platinum’s Board of Directors.

The Diversity Policy includes a set of clear objectives as part of our corporate governance practice and is outlined in Appendix A.

B. OBJECTIVES AND IMPLEMENTATION

The Board has responsibility for setting measurable objectives and reviewing progress to those objectives annually.

The Board will report annually in the Corporate Governance Statement the proportion of women employed throughout its group of companies, the proportion of women employees in senior management positions and women on the Board along with other diversity measures.

DIVERSITY POLICY

C. APPENDIX A: MEASURABLE OBJECTIVES

Platinum's measurable objectives for workplace diversity for 2016/17 are:

Objective	Initiative
Business strategy Build awareness of diversity	Build ongoing awareness of diversity across the business Periodic meetings of the Diversity Committee with representatives from each business area
Training and Mentoring Training and mentoring opportunities	To provide training and mentoring opportunities with the aim of bringing through the underlying potential of staff
Remuneration Equitable pay	To review annual salaries for pay equity and against prevailing market benchmarks for existing and new staff
Flexibility Flexible work arrangements and the retention of women following parental leave	To provide flexibility to all staff members, where possible Contact with those on parental leave to identify opportunities for returning to work, including various initiatives to assist with a smoother transition to the return to the workforce
Recruitment Recruitment and selection practices	Candidate shortlists and interview process for vacant positions to include a diversified group (including gender diversity) of staff To utilise recruitment firms that select from diverse candidate pools and have in place a written diversity policy or process with respect to their hiring practices that demonstrates their ongoing commitment to meeting our diversity objectives