

DIVERSITY POLICY

The most recent amendments to the ASX Corporate Governance Council's Corporate Governance Principles include recommendations in relation to gender diversity. The Council expects listed entities to establish a Diversity Policy and to report on the entity's performance in relation to the Policy.

In summary listed entities are encouraged to:

- Implement a Diversity Policy, that establishes measurable objectives aimed at increasing gender diversity within the organisation
- Annually assess and disclose in the Annual Report both the effectiveness of the measurable objectives and progress towards achieving them
- Include in the Corporate Governance Statement in the Annual Report, a statement as to the mix of skills and diversity which the Board of Directors is looking to achieve in the membership of the Board
- Annually disclose in the Annual Report the proportion of women employees in the whole organisation, women in senior executive positions and women on the Board

DKN Financial Group Limited (DKN) is supportive of sustainable and justifiable increases in female representation at senior leadership levels with the Group.

The DKN Diversity Policy is based upon the following statements:

1. DKN seeks to leverage the full potential of all its employees by embracing a culture that is accepting of individual difference
2. DKN's objective is to develop and maintain a workforce at all levels, including senior management, which reflects the diversity of its stakeholders and the community in which its operates

The DKN Diversity Policy seeks to:

- At all times ensure that the best qualified candidate is appointed
- Maintain a work environment and culture where individual difference is understood, respected and valued
- Ensure recruiting protocols do not encourage bias nor are they perceived to do so
- Maintain and develop a team of quality, diverse and talented individuals who have the potential to progress within the organisation

Given that the DKN Group workforce totals less than 40 individuals specific targets in relation to gender diversity, at various levels in the organisation, are not considered to be appropriate nor practical. However the Board will continue to monitor the position in light of the above Policy.

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