

2020 - 21 Compliance Program

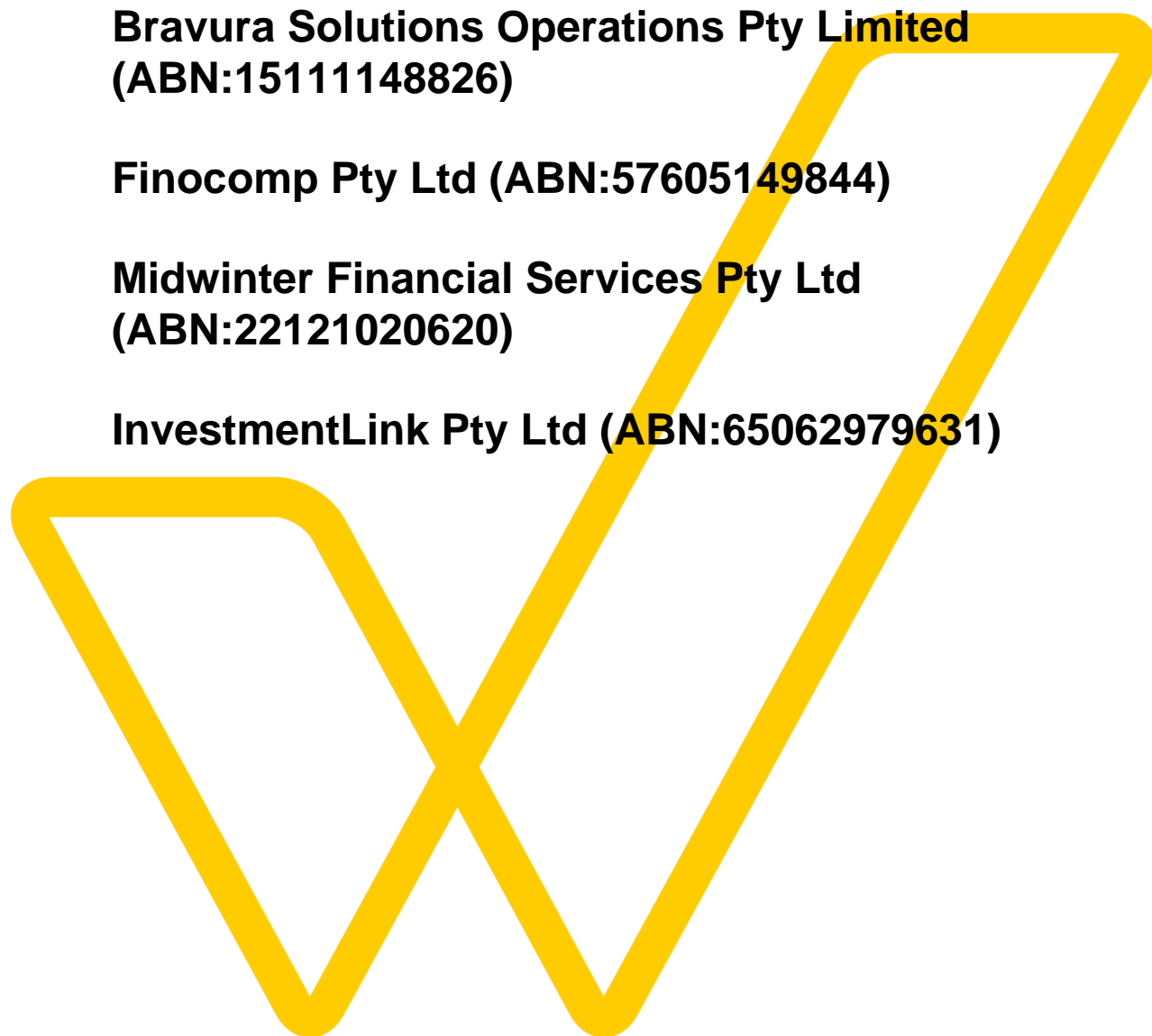
Submitted by:

**Bravura Solutions Operations Pty Limited
(ABN:15111148826)**

Finocomp Pty Ltd (ABN:57605149844)

**Midwinter Financial Services Pty Ltd
(ABN:22121020620)**

InvestmentLink Pty Ltd (ABN:65062979631)



#Workplace overview

Policies and strategies

1: Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?

| | |
|--|-------------------------------------|
| ...Recruitment | Yes(<i>Select all that apply</i>) |
| ...Yes | Policy Strategy |
| ...Retention | Yes(<i>Select all that apply</i>) |
| ...Yes | Strategy |
| ...Performance management processes | Yes(<i>Select all that apply</i>) |
| ...Yes | Strategy |
| ...Promotions | Yes(<i>Select all that apply</i>) |
| ...Yes | Strategy |
| ...Talent identification/identification of high potentials | Yes(<i>Select all that apply</i>) |
| ...Yes | Strategy |
| ...Succession planning | Yes(<i>Select all that apply</i>) |
| ...Yes | Strategy |
| ...Training and development | Yes(<i>Select all that apply</i>) |
| ...Yes | Policy Strategy |
| ...Key performance indicators for managers relating to gender equality | Yes(<i>Select all that apply</i>) |
| ...Yes | Strategy |

2: Do you have formal policy and/or formal strategy in place that support gender equality overall?

Yes(*Select all that apply*)

| | |
|--------|--------------------|
| ...Yes | Policy Strategy |
|--------|--------------------|

3: If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

As one of Bravura's core values, embracing diversity and supporting gender equality is a key business priority. As stated in our published Diversity policy, our corporate culture promotes the principles of merit and fairness in relation to decisions about recruitment, development, promotion, remuneration and flexible work arrangements.

Our global recruitment policy launched in 2020 has a strong focus on equal opportunity.

At all levels of the business, recruitment and selection practices are appropriately structured so that candidates are guarded against conscious or unconscious biases, including the de-coding of job adverts to ensure language is gender-neutral and the adoption of a consistent approach to gender balanced interview and selection panels where possible. It is our stated intention to also ensure gender balance in the shortlisting of candidates.

The identification and development of our female talent is supported by internal processes such as talent mapping, succession planning and management development programs, while our Career Framework provides the structure that enables workforce planning, talent management and provides female employees with the guidance to identify progression opportunities and take ownership of their individual career journeys. Pilot initiatives such as mentoring, unconscious bias training and 'Plus One' where Senior Managers select a female employee to be involved in decisions making meetings, further support our gender equality strategies.

We continue to regularly review and develop policies and procedures to ensure diversity within the organisation, including the adoption of KPIs for Senior Management to measure the achievement of gender diversity objectives.

Governing bodies

Bravura Solutions Operations Pty Limited

| | |
|---|--|
| 1: Does this organisation have a governing body? | Yes(<i>Provide further details on the governing body(ies) and its composition</i>) |
| 1.1: What is the name of your governing body? | Board of Directors |
| 1.2: What type of governing body does this organisation have? | Board of directors |
| 1.3: How many members are on the governing body and who holds the predominant Chair position? | |
| ...Chairs | |
| ...Female (F) | |
| ...Male (M) | 1 |
| ...Gender X | 0 |
| ...Members | |
| ...Female (F) | 2 |
| ...Male (M) | 3 |
| ...Gender X | 0 |
| 1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members? | Yes(<i>Select all that apply</i>) |
| | Strategy |
| 1.5: Has a target been set to increase the | |

| | |
|---|--|
| representation of women on this governing body? | Yes(<i>Provide further details on your target</i>) |
| 10.6: What is the percentage (%) target? | 35.00% |
| 10.7: What year is the target to be reached (select the last day of the target year)? | 30-Jun-2022 |

Finocomp Pty Ltd

| | |
|--|--|
| 1: Does this organisation have a governing body? | Yes, same as local ultimate parent organisation(<i>The local ultimate parent's governing body details must be reported against the local ultimate parent. The information is not required to be entered again for subsidiary organisations even if it is reported in a different submission group.</i>) |
| 11.1: Confirm how the ultimate parent's governing body/ies are being reported: | It is reported as part of this submission group. |

Midwinter Financial Services Pty Ltd

| | |
|--|--|
| 1: Does this organisation have a governing body? | Yes, same as local ultimate parent organisation(<i>The local ultimate parent's governing body details must be reported against the local ultimate parent. The information is not required to be entered again for subsidiary organisations even if it is reported in a different submission group.</i>) |
| 11.1: Confirm how the ultimate parent's governing body/ies are being reported: | It is reported as part of this submission group. |

InvestmentLink Pty Ltd

| | |
|--|--|
| 1: Does this organisation have a governing body? | Yes, same as local ultimate parent organisation(<i>The local ultimate parent's governing body details must be reported against the local ultimate parent. The information is not required to be entered again for subsidiary organisations even if it is reported in a different submission group.</i>) |
| 11.1: Confirm how the ultimate parent's governing body/ies are being reported: | It is reported as part of this submission group. |

2: If your organisation would like to provide additional information relating to governing bodies and gender equality in your workplace, do so below.

Bravura has successfully met the target objective of no less than 30% of each gender in composition of the Board by 2020. Female representation currently comprises 33% of our Board of Directors.

To celebrate International Women's Day 2021, our most recently appointed Board Member, Elizabeth Roy, facilitated a session for Bravura APAC employees during which she spoke about her career journey and personal experiences as a female leader in a male dominated industry.

#Action on gender equality

Gender pay gaps

1: Do you have a formal policy and/or formal strategy on remuneration generally?

Yes(Select all that apply)

| ...Yes | Policy Strategy |
|--|--|
| 1.1: Are specific pay equity objectives included in your formal policy and/or formal strategy? | Yes(Select all that apply) |
| ...Yes | To achieve gender pay equity To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance reviews) To implement and/or maintain a transparent and rigorous performance assessment process |

2: Did your organisation receive JobKeeper payments?

Don't know / Not applicable

3: What was the snapshot date used for your Workplace Profile?

26-Feb-2021

4: If your organisation would like to provide additional information relating to gender pay gaps in your workplace, please do so below.

The main contributor to Bravura's gender pay gap is that fewer women hold senior positions than men. More than 50% of female employees work in operational and business services roles that occupy the lower half of the pay quartiles, as opposed to the higher proportion of management team roles and senior technical positions currently held by men. We hope to address this imbalance in part through our target of 35% females in people management by 2022.

The Fintech industry is characterised as having a gender imbalance in areas including software development. We are committed to change and championing for greater gender balance at all levels in our business and across the industry as we continue to grow. Our actions focused on addressing gender balance including drawing on a diverse talent pool, developing inclusive leadership capabilities and building effective work practices that support the empowerment of our female employees.

Employer action on pay equity

1: Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)?

Yes(Provide further details on the most recent gender remuneration gap analysis that was undertaken.)

1.1: When was the most recent gender remuneration gap analysis undertaken?

Within the last 1-2 years

1.2: Did you take any actions as a result of your gender remuneration gap analysis?

Yes(Select all that apply)

1.2: Did you take any actions as a result of your gender remuneration gap analysis?

Created a pay equity strategy or action plan
Identified cause/s of the gaps
Reviewed remuneration decision-making processes

.. Yes

Trained people-managers in addressing gender bias (including unconscious bias)

1.3: You may provide details below on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like and/or organisation-wide)

As a global organisation with a presence in the UK, Bravura Solutions are required to publish details of the gap in average pay between female and male employees globally every year, in relation to the difference in average hourly pay and bonus of male and female employees. The gender pay gap demonstrates the difference in average pay between all male and female employees in the workforce, irrespective of their roles or seniority.

While this is an annual requirement under UK regulations, requirements for the 2019 reporting period were put on hold as a result of COVID-19. As the 2020 gender pay gap report is currently being prepared, the latest published report for Bravura Solutions is from 2018.

2: If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.

Since 2019, Bravura has been using a remuneration system called Pivot, which is designed to highlight unexplained pay gaps, including those relating to gender. The system is configured to provide a guideline on how much each employee should receive in terms of % salary increase

relative to others in the same organisation given the local budget, each individual's performance and their pay compared to the target market positioning. As part of Bravura's remuneration review processes, prior to approval of salary recommendations, compa-ratios are analysed within each business unit to ensure gender pay gaps are identified and addressed.

As a result of financial impact on our business as a result of COVID-19, Bravura Solutions did not conduct a formal remuneration review in 2020.

Employee consultation

1: Have you consulted with employees on issues concerning gender equality in your workplace?

Yes(Provide further details on the employee consultation process.)

| | |
|-------------------------------------|---|
| 1.1: How did you consult employees? | Survey Consultative committee or group Focus groups |
| 1.2: Who did you consult? | ALL staff |

2: If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below.

Bravura has two main forums focused on employee consultation on gender equality issues. The Bravura Women's Network Forum is a regional forum of female employee representatives who determine local priorities, coordinate related initiatives and provide networking, mentoring and support relationships for females. On a global level, the Gender Network (focus group) act as an advisory board to the Executive, by filtering key gender related issues to leaders for prioritization. They promote and champion local and global initiatives and operate under four pillars of focus: Confident, Wellbeing, Education, Opportunity. The network is led by a representative from the Global D&I Leadership Team, and sponsored by Nick Parsons, our Executive

The most recent all employee engagement survey was completed in 2019. Questions relating to gender equality, with 91% agreeing that Bravura supports equality between genders.

A global Diversity & Inclusiveness survey is scheduled to be conducted in June 2021. The survey will gather information on our demographic profile as well as providing insights on the employee experience of inclusion and belonging at Bravura. As well as closed text questions, participants will be encouraged to share open feedback regarding improvement areas and actions we can take as a business to improve equality and inclusion.

#Employee work/life balance

Flexible working

1: Do you have a formal policy and/or formal strategy on flexible working arrangements?

Yes(*Select all that apply*)

| ...Yes | Policy Strategy |
|--|---|
| ...A business case for flexibility has been established and endorsed at the leadership level | No(<i>Select all that apply</i>) |
| ...No | Currently under development(<i>Select the estimated completion date.</i>) |
| ...Currently under development | |
| ...Leaders are visible role models of flexible working | Yes |
| ...Flexible working is promoted throughout the organisation | Yes |
| ...Targets have been set for engagement in flexible work | No(<i>Select all that apply</i>) |
| ...No | Currently under development(<i>Select the estimated completion date.</i>) |
| ...Currently under development | 1-Jun-2021 |
| ...Targets have been set for men's engagement in flexible work | No(<i>Select all that apply</i>) |
| ...No | Not a priority |
| ...Leaders are held accountable for improving workplace flexibility | Yes |
| ...Manager training on flexible working is provided throughout the organisation | No(<i>Select all that apply</i>) |
| ...No | Currently under development(<i>Select the estimated completion date.</i>) |
| ...Currently under development | 1-Jun-2021 |
| ...Employee training is provided throughout the organisation | No(<i>Select all that apply</i>) |
| ...No | Currently under development(<i>Select the estimated completion date.</i>) |
| ...Currently under development | |
| ...Team-based training is provided throughout the organisation | No(<i>Select all that apply</i>) |
| ...No | Not a priority |

| | |
|---|---|
| ...Employees are surveyed on whether they have sufficient flexibility | Yes |
| ...The organisation's approach to flexibility is integrated into client conversations | No(<i>Select all that apply</i>) |
| ...No | Not a priority |
| ...The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement) | No(<i>Select all that apply</i>) |
| ...No | Insufficient resources/expertise |
| ...Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel | No(<i>Select all that apply</i>) |
| ...No | Not a priority |
| ...Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body | No(<i>Select all that apply</i>) |
| ...No | Currently under development(<i>Select the estimated completion date.</i>) |
| ...Currently under development | |
| ...Other (provide details) | No |

2: Do you offer any of the following flexible working options to MANAGERS in your workplace?

| | |
|---|--|
| ...Flexible hours of work | Yes(<i>Select one option only</i>) |
| ...Yes | SAME options for women and men(<i>Select all that apply</i>) |
| ...SAME options for women and men | Formal options are available Informal options are available |
| ...Compressed working weeks | Yes(<i>Select one option only</i>) |
| ...Yes | SAME options for women and men(<i>Select all that apply</i>) |
| ...SAME options for women and men | Formal options are available |
| ...Time-in-lieu | Yes(<i>Select one option only</i>) |
| ...Yes | SAME options for women and men(<i>Select all that apply</i>) |
| ...SAME options for women and men | Formal options are available Informal options are available |
| ...Telecommuting (e.g. working from home) | Yes(<i>Select one option only</i>) |
| ...Yes | SAME options for women and men(<i>Select all that apply</i>) |
| ...SAME options for women and men | Formal options are available Informal options are available |
| ...Part-time work | Yes(<i>Select one option only</i>) |
| ...Yes | SAME options for women and men(<i>Select all that apply</i>) |
| | |

| | |
|-----------------------------------|--|
| ...SAME options for women and men | Formal options are available |
| ...Job sharing | Yes(<i>Select one option only</i>) |
| ...Yes | SAME options for women and men(<i>Select all that apply</i>) |
| ...SAME options for women and men | Formal options are available |
| ...Carer's leave | Yes(<i>Select one option only</i>) |
| ...Yes | SAME options for women and men(<i>Select all that apply</i>) |
| ...SAME options for women and men | Formal options are available |
| ...Purchased leave | Yes(<i>Select one option only</i>) |
| ...Yes | SAME options for women and men(<i>Select all that apply</i>) |
| ...SAME options for women and men | Formal options are available |
| ...Unpaid leave | Yes(<i>Select one option only</i>) |
| ...Yes | SAME options for women and men(<i>Select all that apply</i>) |
| ...SAME options for women and men | Formal options are available |

3: Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?

Yes

4: Were managers in your organisation allowed to make INFORMAL flexible working arrangements with their team members in response to the COVID-19 pandemic?

Yes, ALL managers

5: Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce compared to pre-COVID-19?

Don't know / Not applicable

6: If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.

Bravura's current Flexible Work Policy states the following relevant examples of circumstances where a formal flexible work arrangement will be supported: parents or those who have the responsibility for the care of a child, carers as defined by relevant legislation, be experiencing violence or providing support to an immediate family or household member experiencing violence.

As a result of COVID-19, opportunities for flexible work have significantly increased. We expect to update our flexible work policy later in the calendar year, following the conclusion of our 'Ways of Working' pilot which will enable many roles to work remotely for 50% of the time, depending on role requirements and individual circumstances.

#Employee support

Paid parental leave

1: Do you provide employer funded paid parental leave regardless of carer's status (i.e. primary/secondary) in addition to any government funded parental leave scheme?

Yes, we offer employer funded parental leave (using the primary/secondary carer definition)

| | |
|--|--|
| 1.1: Do you provide employer funded paid parental leave for primary carers in addition to any government funded parental leave scheme? | Yes(<i>Please indicate how employer funded paid parental leave is provided to the primary carers.</i>) |
| 1.1.a: Please indicate whether your employer-funded paid parental leave for primary carers is available to: | All, regardless of gender |
| 1.1.b: Please indicate whether your employer-funded paid parental leave for primary carers covers: | Birth Adoption Surrogacy Stillbirth |
| 1.1.c: How do you pay employer funded paid parental leave to primary carers? | Paying the employee's full salary |
| 1.1.d: Do you pay superannuation contribution to your primary carers while they are on parental leave? | Yes, on employer funded parental leave Yes, on government funded parental leave |
| 1.1.e: How many weeks (minimum) of employer funded paid parental leave for primary carers is provided? | 14 |
| 1.1.f: What proportion of your total workforce has access to employer funded paid parental leave for primary carers, including casuals? | 81-90% |
| 1.2: Do you provide employer funded paid parental leave for secondary carers in addition to any government funded parental leave scheme? | Yes(<i>Please indicate how employer funded paid parental leave is provided to the secondary carers.</i>) |
| 1.2.a: Please indicate whether your employer-funded paid parental leave for secondary carers is available to: | All, regardless of gender |
| 1.2.b: Please indicate whether your employer-funded paid parental leave for secondary carers covers: | Birth Adoption Surrogacy Stillbirth |
| 1.2.c: How do you pay employer funded paid parental leave to secondary carers? | Paying the employee's full salary |
| | |

| | |
|---|--|
| 1.2.d: Do you pay superannuation contribution to your secondary carers while they are on parental leave? | Yes, on employer funded parental leave Yes, on government funded parental leave |
| 1.2.e: How many weeks (minimum) of employer funded paid parental leave for secondary carers is provided? | 4 |
| 1.2.f: What proportion of your total workforce has access to employer funded paid parental leave for secondary carers, including casuals? | 80-90% |

2: If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.

In October 2020, Bravura increased its paid Parental Leave offering for both Primary and Secondary carers. In the months leading up to October 2020, Bravura undertook a review of the Parental Leave offering following feedback from employees who had both returned from Parental Leave and employees who were due to commence, this review also involved a comparison with other companies within the industry. On top of increasing the number of paid weeks available for Primary and Secondary carers, Bravura also introduced 3 days paid leave for the purpose of Antenatal care.

Support for carers

1: Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?

Yes (*Select all that apply*)

| | |
|--------|--------|
| ...Yes | Policy |
|--------|--------|

2: Do you offer any of the following support mechanisms for employees with family or caring responsibilities?

| | |
|--|---|
| ...Employer subsidised childcare | No (<i>You may specify why the above support mechanism is not available to your employees.</i>) |
| ...No | Not a priority |
| ...On-site childcare | No (<i>You may specify why the above support mechanism is not available to your employees.</i>) |
| ...No | Not a priority |
| ...Breastfeeding facilities | Yes (<i>Please indicate the availability of this support mechanism.</i>) |
| ...Yes | Available at SOME worksites |
| ...Childcare referral services | No (<i>You may specify why the above support mechanism is not available to your employees.</i>) |
| ...No | Not a priority |
| ...Internal support networks for parents | Yes (<i>Please indicate the availability of this support mechanism.</i>) |
| ...Yes | Available at SOME worksites |
| | |

| | |
|---|--|
| ...Return to work bonus (only select if this bonus is not the balance of paid parental leave) | No(<i>You may specify why the above support mechanism is not available to your employees.</i>) |
| ...No | Not a priority |
| ...Information packs for new parents and/or those with elder care responsibilities | No(<i>You may specify why the above support mechanism is not available to your employees.</i>) |
| ...No | Currently under development(<i>Select the estimated completion date.</i>) |
| ...Currently under development | |
| ...Referral services to support employees with family and/or caring responsibilities | Yes(<i>Please indicate the availability of this support mechanism.</i>) |
| ...Yes | Available at ALL worksites |
| ...Targeted communication mechanisms (e.g. intranet/forums) | No(<i>You may specify why the above support mechanism is not available to your employees.</i>) |
| ...No | Currently under development(<i>Select the estimated completion date.</i>) |
| ...Currently under development | |
| ...Support in securing school holiday care | No(<i>You may specify why the above support mechanism is not available to your employees.</i>) |
| ...No | Not a priority |
| ...Coaching for employees on returning to work from parental leave | No(<i>You may specify why the above support mechanism is not available to your employees.</i>) |
| ...No | Not a priority |
| ...Parenting workshops targeting mothers | No(<i>You may specify why the above support mechanism is not available to your employees.</i>) |
| ...No | Not a priority |
| ...Parenting workshops targeting fathers | No(<i>You may specify why the above support mechanism is not available to your employees.</i>) |
| ...No | Not a priority |
| ...Other (provide details) | No |

3: If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.

It is on the long-term agenda of the Gender Network to create an internal parent support network, who will provide information and support to returning parents in the form of buddying and mentoring.

In March 2020 Bravura hosted an external child psychologist expert who facilitated a workshop on the topic of juggling parenting. As part of our International Men's Day event in November 2020, we celebrated male employees who shared their experiences as primary carers, as part of our strategy to challenge stereotypes and promote shared parenting.

1: Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?

| | |
|---|--------|
| Yes(Select all that apply) | |
| ...Yes | Policy |
| 1.1: Do you provide a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy? | Yes |

2: Do you provide training on sex-based harassment and discrimination prevention to the following groups?

| | |
|------------------|---|
| ...All managers | Yes(Please indicate how often is this training provided (select all that apply):) |
| ...Yes | At induction At least annually |
| ...All employees | Yes(Please indicate how often is this training provided (select all that apply):) |
| ...Yes | At induction At least annually |

3: If your organisation would like to provide additional information relating to sex-based harassment and discrimination, please do so below.

Bravura's APAC Respectful Workplace Policy explicitly refers to sexual harassment and discrimination as unlawful in any work-related context. The policy also details how to take action, the responsibilities of employees in maintaining a safe work environment, the additional responsibilities of Managers in handling complaints, and consequences of unacceptable behaviour.

Complaints of sexual harassment and discrimination will be formally investigated, and appropriate warnings or disciplinary action taken where unacceptable behaviour is found to have occurred.

Mandatory compliance modules on Bravura's Code of Conduct and Anti Bullying and Anti-Harassment are completed by new joiners during induction and annually thereafter.

Family or domestic violence

1: Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?

| | |
|----------------------------|----------|
| Yes(Select all that apply) | |
| ...Yes | Strategy |

2: Other than a formal policy and/or formal strategy, do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

| | |
|---|----------------------------------|
| ...Employee assistance program (including access to psychologist, chaplain or counsellor) | Yes |
| ...Training of key personnel | No(Select all that apply) |
| ...No | Insufficient resources/expertise |
| | |

| | |
|--|---|
| ...A domestic violence clause is in an enterprise agreement or workplace agreement | No(<i>Select all that apply</i>) |
| ...No | Insufficient resources/expertise |
| ...Workplace safety planning | No(<i>Select all that apply</i>) |
| ...No | Insufficient resources/expertise |
| ...Access to paid domestic violence leave (contained in an enterprise/workplace agreement) | No(<i>Select all that apply</i>) |
| ...No | Other (provide details) |
| ...Other (provide details) | Type of domestic violence leave is determined by the individual's situation through consultation. |
| ...Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement) | No(<i>Select all that apply</i>) |
| ...Access to paid domestic violence leave (not contained in an enterprise/workplace agreement) | Yes |
| ...Access to unpaid leave | Yes |
| ...Confidentiality of matters disclosed | Yes |
| ...Referral of employees to appropriate domestic violence support services for expert advice | No(<i>Select all that apply</i>) |
| ...No | Other (provide details) |
| ...Other (provide details) | Employees can be referred through our Employee Assistance Program. |
| ...Protection from any adverse action or discrimination based on the disclosure of domestic violence | Yes |
| ...Flexible working arrangements | Yes |
| ...Provision of financial support (e.g. advance bonus payment or advanced pay) | Yes |
| ...Offer change of office location | Yes |
| ...Emergency accommodation assistance | No(<i>Select all that apply</i>) |
| ...No | Not aware of the need |
| ...Access to medical services (e.g. doctor or nurse) | No(<i>Select all that apply</i>) |
| ...Other (provide details) | No(<i>Select all that apply</i>) |

3: If your organisation would like to provide additional information relating to family and domestic violence affecting your workplace, please do so below.

Bravura Solutions' Leave Policy states that Family and Domestic Violence Leave is provided as per relevant national legislation. The amount and type of leave will be determined by the individual's situation through consultation with the employee. Bravura bares the

responsibility of maintaining confidentiality in relation to an employee's situation. While we initially had plans to finalise a specific Family and Domestic Violence policy in this reporting period, our business priorities shifted to respond to the COVID-19 pandemic. Enabling a sustainable, long-term model of flexibility and supporting the wellbeing of our people during extended periods of isolation became a critical priority. HR resources were assigned to support the implementation of remote work, employee support groups, and health and safety measures. Developing a policy in relation to domestic violence is an important component of our gender diversity strategy and will be revisited in June 2021.

Workforce Management Statistics Table

Industry: Computer System Design and Related Services

| Question | Contract Type | Employment Type | Manager Category | Female | Male | Total* |
|---|---------------|---------------------|------------------|--------|------|--------|
| 1. How many employees were promoted? | Full-time | Permanent | Managers | 2 | 8 | 10 |
| | | | Non-managers | 7 | 1 | 8 |
| | Part-time | Permanent | Managers | 1 | | 1 |
| 2. How many employees (including partners with an employment contract) were internally appointed? | Full-time | Permanent | Managers | | 3 | 3 |
| | | | Non-managers | 3 | 2 | 5 |
| | Part-time | Permanent | Non-managers | 1 | | 1 |
| 3. How many employees (including partners with an employment contract) were externally appointed? | Full-time | Permanent | Managers | | 2 | 2 |
| | | | Non-managers | 13 | 19 | 32 |
| | | Fixed-Term Contract | Managers | 1 | | 1 |
| | | Non-managers | 5 | 3 | 8 | |
| | Part-time | Fixed-Term Contract | Non-managers | 1 | 3 | 4 |

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Computer System Design and Related Services

| Question | Contract Type | Employment Type | Manager Category | Female | Male | Total* |
|--|---------------|-----------------|------------------|--------|------|--------|
| 4. How many employees (including partners with an employment contract) voluntarily resigned? | Full-time | Permanent | Managers | 2 | 2 | 4 |
| | | | Non-managers | 8 | 17 | 25 |
| | Part-time | Permanent | Managers | | 1 | 1 |
| 5. How many employees have taken primary carer's parental leave (paid and/or unpaid)? | Full-time | Permanent | Non-managers | 10 | | 10 |
| | Part-time | Permanent | Non-managers | 1 | | 1 |
| 6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)? | Full-time | Permanent | Managers | | 2 | 2 |
| | | | Non-managers | | 2 | 2 |

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Computer System Design and Related Services

| Question | Contract Type | Employment Type | Manager Category | Female | Total* |
|---|---------------|-----------------|------------------|--------|--------|
| 7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced? | Full-time | Permanent | Non-managers | 2 | 2 |
| | Part-time | Permanent | Non-managers | 1 | 1 |

* Total employees includes Gender X

Workplace Profile Table

Industry: All Industries

| Occupational category* | Employment status | No. of employees | | Number of apprentices and graduates (combined) | | Total employees** |
|-------------------------------------|---------------------|------------------|-----|--|---|-------------------|
| | | F | M | F | M | |
| Managers | Full-time permanent | 20 | 56 | 0 | 0 | 76 |
| | Part-time permanent | 2 | 0 | 0 | 0 | 2 |
| Professionals | Full-time permanent | 57 | 124 | 0 | 0 | 181 |
| | Full-time contract | 2 | 2 | 0 | 0 | 4 |
| | Part-time permanent | 15 | 10 | 0 | 0 | 25 |
| | Part-time contract | 1 | 1 | 0 | 0 | 2 |
| | Casual | 0 | 1 | 0 | 0 | 1 |
| Technicians And Trades Workers | Full-time permanent | 0 | 6 | 0 | 0 | 6 |
| Clerical And Administrative Workers | Full-time permanent | 3 | 0 | 0 | 0 | 3 |
| | Part-time permanent | 1 | 0 | 0 | 0 | 1 |

* Categorized using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)

** Total employees includes Gender X

Workplace Profile Table

Industry: All Industries

| Manager category | Level to CEO | Employment status | No. of employees | | |
|------------------|--------------|---------------------|------------------|----|--------|
| | | | F | M | Total* |
| CEO | 0 | Full-time permanent | 0 | 1 | 1 |
| KMP | -1 | Full-time permanent | 0 | 3 | 3 |
| | -2 | Full-time permanent | 0 | 1 | 1 |
| GM | -1 | Full-time permanent | 0 | 1 | 1 |
| | -2 | Full-time permanent | 0 | 4 | 4 |
| SM | -2 | Full-time permanent | 2 | 7 | 9 |
| | -3 | Full-time permanent | 5 | 7 | 12 |
| | | Part-time permanent | 1 | 0 | 1 |
| | -4 | Full-time permanent | 0 | 1 | 1 |
| | | Part-time permanent | 1 | 0 | 1 |
| OM | -2 | Full-time permanent | 2 | 1 | 3 |
| | -3 | Full-time permanent | 5 | 11 | 16 |
| | -4 | Full-time permanent | 1 | 14 | 15 |
| | -5 | Full-time permanent | 5 | 6 | 11 |

* Total employees includes Gender X