

Plus500 Ltd.

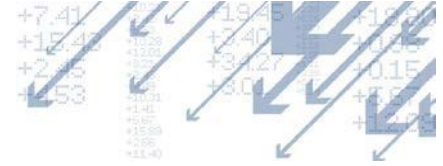
Plus500

World's Trading Machine



Equality, Diversity and Inclusion Policy





Introduction

Plus500 Ltd. (the “**Company**” or “**Plus500**”) and its subsidiaries (together the “**Group**”) are dedicated to encouraging a supportive and inclusive culture. The Group is committed to promoting diversity and eliminating all discrimination in the workplace.

The Group’s aim is to ensure that all staff and job applicants are given equal opportunity and that the organisation is representative of all sections of society.

In addition, the Group aims to foster inclusion and diversity in all respects, to help build a sustainable business by employing a diverse workforce that reflects the diverse communities within which the Group operates.

This policy and framework is provided by the Group but it is the responsibility of all staff to sustain a culture which supports the principle of diversity and inclusion.

Please note that this policy is not contractual and can be amended at any time.

Purpose of Policy

The purpose of this policy is to provide equality, fairness and respect to all staff, whether temporary, part-time or full time, as well as Group’s contractors.

The Group is committed to ensuring that it does not unlawfully discriminate or provide unfavourable or less favourable facilities or treatment on the grounds of characteristics such as age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, sex or sexual orientation, social background, political opinion, sensitive medical conditions and trade union membership.

In addition, the Group is committed to ensuring that there is equality of opportunity for all staff and all job applicants in all aspects including hiring, promotion and training. The Group is also committed to ensuring appropriate action is taken where there are breaches of this policy, for example, if a decision is not based on merit or there is a discriminatory basis to that decision.

Implementation

The Group is committed to achieving the purpose of this policy by:

- + Creating a working environment:
 - (a) free of bullying, harassment, victimisation and unlawful discrimination in which individual differences and the contributions of all staff are recognised and valued.
 - (b) that promotes, and encourages all staff to treat everyone with, dignity and respect.
 - (c) that promotes equality, diversity and inclusion. This includes the Group training managers and all other staff about their rights and responsibilities under this policy throughout the period of their employment.
- + Not tolerating any form of intimidation, bullying, harassment, victimisation or unlawful discrimination by staff, customers, suppliers, visitors, the public and any others in the course



of the Group's work activities. The Group will take complaints of any such behaviour seriously and ensure appropriate action is taken where breaches of this policy arise.

- + Making training, development, and progression opportunities available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
- + Encouraging anyone who feels they have been subject to any form of discrimination raised in this policy, or otherwise, to raise their concerns in a timely manner so the Group can take appropriate action.
- + Reviewing the Group's employment practices and procedures when necessary to ensure fairness is maintained at all times and to ensure that they take account of any changes in any relevant local law.

The Group considers certain behaviour to be unacceptable and prohibited under this policy. This includes but is not limited to:

- + **Bullying and harassment:** This means conduct or behaviour that is offensive or intimidating or can have the effect of making a person feel upset, humiliated or threatened or has the effect of violating a person's dignity.
- + **Less favourable treatment:** This means treating a person less favourably because of a personal characteristic (which would include a protected characteristic).
- + **Sexual harassment:** Sexual harassment is unwanted conduct (whether physical, verbal or non-verbal) that is intended to or has the effect of violating an individual's dignity or creating an environment that is offensive, intimidating, degrading or hostile for them.
- + **Victimization:** This means retaliating against someone who has either complained or made a report or has supported another individual in doing so.

This policy will be available on the Group's website and is distributed to all staff who must comply with its requirements and promote fairness in the workplace.

Breaches of this policy will be regarded as misconduct and may lead to disciplinary proceedings in accordance with the relevant local law and policies as appropriate. Particularly serious complaints may amount to gross misconduct and lead to dismissal without notice.

Group staff should consult their manager or any other individual in a senior position of seniority in the Company if they consider there might have been a breach of the provisions of this policy. Alternatively, staff are encouraged to raise a concern using the process outlined in the Code of Ethics. Otherwise, Group staff should consult the Whistleblowing Policy and follow the procedure for making a confidential disclosure and such disclosure will be dealt with in accordance with that policy.

The Group encourages staff to report any concerns they have. The Group prohibits retaliation or victimisation against staff who report a breach of this policy or raise any concerns about any form of discrimination. Such conduct may lead to disciplinary action being taken.

This policy is supported by the Group's other policies and procedures, including the Code of Ethics.

