

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.

When selecting candidates for employment, promotion, training, or any other benefit, take appropriate action where breaches of this based on merit, on a non-discriminatory basis.

## 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, and taking seriously complaints of 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 and to take appropriate action 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.

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.

## Board Diversity

---

The Group recognises that broad experience and diversity are essential elements in maintaining an effective Board. A combination of demographics, skills, experience, race, age, gender, educational, cultural and professional backgrounds and other relevant personal attributes on the Board is important in providing a range of perspectives, insights and challenge to support sound decision making. Therefore, the Board confirms a strong commitment to diversity (including, but not limited to, gender diversity) at all levels of Plus500. The Board's policy on diversity commits to:

- + Ensuring the selection and appointment process for all staff and directors includes a diverse range of candidates;
- + Ensuring that no unlawful discrimination, unfavourable or less favourable facilities or treatment occurs at any stage in the selection process on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, sex or sexual orientation, educational, professional, cultural and social-economic backgrounds, political opinion, sensitive medical conditions and trade union membership.
- + Disclosing, on a 'comply or explain' basis, numerical data on the ethnic background and gender identity or sex of individuals on the Company's Board and executive management, as prescribed by the Listing Rules of the FCA, in the Annual Report.
- + Reviewing this policy as necessary to ensure that it complies with relevant local laws.



The Nomination Committee reviews and assesses Board composition on behalf of the Board and recommends the appointment of new directors. In reviewing Board composition, the Nomination Committee considers the benefits of all aspects of diversity including, but not limited to, those described above, in order to maintain an appropriate range and balance of skills, experience and knowledge on the Board. In identifying suitable candidates for appointment to the Board, the Nomination Committee will consider candidates on merit against objective criteria with due regard for the benefits of diversity on the Board.

The Board aspires to maintain no less than 40% female representation on the Board and at least one director from an ethnic minority background, while recognising that periods of change in Board composition may result in temporary periods when this balance is not achieved.

### **Responsibility & Monitoring**

---

The Board of directors, with the assistance of the Nomination Committee and the ESG Committee, has overall responsibility for the oversight of this Policy.

This policy and its implementation will be reviewed on a regular basis to ensure that equality and diversity is continually promoted in the workplace. Plus500 is committed to providing the necessary support in order to ensure that our businesses can fulfil the requirements outlined in this policy.