

# DIVERSITY, INCLUSION AND BELONGING POLICY

“We are committed to developing and nurturing an inclusive culture that embraces diversity, treats people equitably and allows them to reach their full potential.”

## Core principles

- We embrace, celebrate and all benefit from our employees' differences and value the ideas, perspectives and experiences that a diverse workforce brings
- We foster work environments where everyone feels safe, welcome and included
- We recognise that people have different circumstances and are committed to providing the resources and support needed for each person to thrive and prosper
- We treat each other with dignity, courtesy and respect at all times
- We strive to be an organisation in which views, beliefs and values are integrated
- We challenge bias and create a sense of belonging so that all team members are fully engaged and can reach their full potential
- Our employment decisions are based on the merit of the individual measured against the requirements of the position and the needs of the company.

## To achieve these principles we ...

- ensure that we comply with all relevant legislation, codes of practice, and Australian and industry standards
- facilitate a flexible workplace to meet our employees' differing needs and help them achieve balance through all stages of their working lives
- develop initiatives focused on the principles of diversity, equity, inclusion and belonging
- foster partnerships with third parties to facilitate employment of individuals from groups under-represented in our workforce
- encourage team members to speak up if workplace behaviours or practices are not in line with our principles so that issues can be investigated and resolved in a timely and fair manner
- remain committed to continuously reviewing and improving our systems and processes to remove any barriers to employment or advancement and ensuring that such decisions are based solely on merit
- provide our leaders and team members with relevant training to improve the understanding, and promote the importance of diversity, equity and inclusion.

---

## Leadership commitment

I am committed to ensuring that this policy is communicated, understood, accepted and successfully implemented.



Andrew Millar  
MANAGING DIRECTOR