

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 and inclusive workforce brings.
- We foster work environments where everyone feels safe, welcome and belongs.
- 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 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.
- Inclusion and belonging is everyone's responsibility.

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 call out inappropriate workplace behaviour or practices that conflict with our principles and values, 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, inclusion and belonging.

Leadership commitment

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



Andrew Millar
MANAGING DIRECTOR