

POLICY

Diversity and inclusion

We're committed to supporting and ensuring a diverse and inclusive work environment in which everyone is treated fairly and with respect. We firmly believe that all individuals be judged on their own individual merit without any discrimination.

We support and facilitate an inclusive environment that embraces all that makes us different and recognises the benefits that these differences make. These differences can include gender, age, ethnicity, religious or cultural background, disability, marital or family status, sexual orientation, gender identity and other areas of potential difference.

We recognise diversity as one of our most important resources. We believe that diversity in our workforce helps us:

- Attract, retain and motivate employees from the widest possible pool of talent
- Foster a culture that reflects our values and is open to all
- Improve innovation, creativity and inspire critical thinking
- Create a dynamic environment that leads to higher performance and well-being and greater employee engagement and satisfaction, and
- Improve the connection between our people and the community we serve.

We're committed to a culture that embraces and fosters diversity and inclusion. Diversity encompasses differences in backgrounds, qualifications and experiences, and also differences in approach and viewpoints. We ensure that individuals are provided with equal opportunity, while also creating opportunities for those groups that may be disadvantaged.

Our approach to diversity and inclusion is supported by a range of core values, such as:

- Committing to not only comply with its legal obligations, but also acting ethically and responsibly.
- Committing to maintaining a supportive, healthy and productive work environment, free from unlawful discrimination, harassment, bullying or victimisation and to maintaining appropriate legislative commitments.
- Ensuring practices do not disadvantage employees with disabilities or ongoing medical conditions
- Assisting employees to maintain a healthy and holistic balance between work, family, domestic responsibilities and other commitments, activities and interests.
- Creating an environment that is free from bullying, harassment, discrimination and victimisation.
- Committed to working towards building a society where there is equity in employment, health and wellbeing outcomes for Aboriginal and Torres Strait Islander people.



Chris Jones
Director



Warrin Orman
Director