

Diversity and Inclusiveness Policy

The Company recognises that staff members and customers bring their own unique capabilities, experiences and characteristics to our workplace. We are committed to creating a community where inclusiveness is encouraged and valued, and which reflects the diversity we encounter in our customers.

POLICY INTENT:

This policy seeks to encourage the staff to:

- Continue to value our diversity;
- Foster inclusive practice in all operations and interactions; and
- Foster inclusive practices that respect and value social, cultural, economic, linguistic, physical and religious diversity.

DEFINITIONS:

Diversity means the amalgam of diverse social, cultural, economic, physical and religious needs of people based on:

- Gender
- Race, colour, national or ethnic origin
- Marital status
- Disability
- Sexual preference
- Transgender status
- Family and carers' responsibilities
- Pregnancy or potential pregnancy
- Age
- Religious belief

POLICY PROVISIONS:

Consistent with its values, the Company resolves that its core activities, its training and its own management and service practices, will foster and reflect an inclusive culture and be free from unfair discrimination. To ensure the implementation of this resolve the Company will:

- Continue to promote a respect for diversity in our strategic plans, operational plans and policies;
- Encourage our staff to observe the values of inclusiveness and fairness while maintaining high professional standards and to prepare them to effectively interact with and operate in diverse communities;
- Continue to provide adequate facilities that are appropriate for our staff and customers; and
- Promote mutual respect, harmony and cooperation in all our exchanges.