

## Diversity and Inclusion Policy

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February 2021

#### Background

At the Halberg Foundation (Halberg) we believe that building diversity of thought across our organisation will deliver enhanced performance and ensure relevance to the people we work with. Varied backgrounds, experience and perspectives are critical to building a leading-edge operation and deliver appropriate outcomes for all.

Halberg is committed to educating, maintaining and celebrating an inclusive and collaborative workplace culture.

#### Halberg's commitment to diversity and inclusion

Halberg recognises that building a diverse and inclusive workplace culture will result in enhanced relationships with stakeholders, better service to those we work with, improved financial performance and an enhanced reputation.

Halberg is committed to creating an inclusive environment where all of our employees are encouraged to reach their full potential and individual differences are valued and respected.

Therefore, Halberg's commitment to recognising diversity and inclusion extends to all areas of the business including, but not limited to:

- Attraction, selection and retention of employees
- Employment provisions
- Talent management and succession planning
- Board appointments

#### Implementation

To achieve this the Halberg Foundation Senior Management team will:

- Embed Diversity and Inclusion in our strategy
- Communicate expectations regarding the actions, conduct and behaviour that support a diverse workforce and inclusive workplace
- Be familiar with contemporary topics in Diversity and Inclusion
- Consider best practice in Diversity and Inclusion
- Provide relevant training with all staff
- Report to Board
- Adhere to policy

## **Diversity and Inclusion Policy**

### **Reporting**

Responsible for providing and reporting annually to the Board on Diversity and Inclusion and advise this as a basis for the Annual Report commentary.

### **Definitions**

Includes but is not limited to, gender, geography, age, ethnicity, marital/partnered status, race, sexual orientation and cultural background.

### **Ownership**

This is a Board Policy that is owned by the Human Resources & Compensation Board Sub-Committee. It will be updated annually or as otherwise required or necessary.