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That is all the differences between

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e occurs when a diversity of people is respected, connected and are progressing and contributing to organisational success. ²

D occurs when everyone feels a sense of connection to an organisation. It is important because it brings out the best in everyone at work, improving employee wellbeing and job performance.

Our guiding principles, which are goals we are striving to achieve, set out our expectations and approach for the delivery, promotion and encouragement of equitable, diverse, and inclusive practices and policies. It covers our interactions both for and with our communities, stakeholders, members, and each other.

We expect equity and inclusion for all members and for all team members.

We will make our services and products accessible to everyone.

We attract and retain a diverse Board of Directors, Executives, and team members.

We develop our leaders in DEIB.

We increase awareness and educate our team members in DEIB.

We ensure DEIB strategies and practices through our systems, practices, and people.

We ensure our Employee Collective (employee network), and any representative teams or committees have diverse employee representation.

We believe in the importance of measurement.

Our diversity, equity, inclusion and belonging policy aligns to:

Our Reconciliation Action Plans

Our Corporate Sustainability Strategy

WGEA Employer of Choice for Gender Equality

Our Values and Code of Conduct

Our People policies

Our legislative requirements to foster diversity, equity and inclusion.

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We bring DEIB to life through a variety of ways including through [our values](#), code of conduct and interactions, hiring processes and employee benefits such as flexible work arrangements and leave benefits. We also bring DEIB to life through:

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We partner with relevant not-for-profit employer organisations including, Reconciliation Australia, Diversity Council Australia, Australian Network on Disability and Pride in Diversity.

These organisations provide us with access to specialist knowledge on matters relating to workplace inclusion and diversity. They also provide tailored advice to help Inform and shape our inclusion policies, strategies and action plans.

