

## **DIVERSITY POLICY**

### **Introduction/Purpose**

This policy outlines Melbourne IT's commitment to diversity and to ensure all employees and customers are treated with respect and where everyone shares the responsibility for the reputation and performance of Melbourne IT. We believe that commitment to this policy contributes to the achievement of corporate objectives and embeds the importance and value of diversity within the culture of Melbourne IT.

Melbourne IT acknowledges that employee differences such as age, race, gender, cultural background, disability, language, and sexual preference can give rise to different working styles that can enhance creativity, innovation and service delivery. We will endeavour to provide an environment that supports diverse working styles that contribute positively to Melbourne IT.

We aim to promote a culture that is supportive and provides everyone with equal opportunities. We acknowledge the corporate benefits arising from a commitment to diversity.

### **Scope**

This policy applies to all employees of the Melbourne IT group, including contractors and temporary employees. We also extend our value of diversity to our customers and business partners in all our dealings.

### **What Diversity means to us**

#### **Gender diversity**

All employees regardless of gender are treated equally in the workplace. We are committed to offering equal training and promotional opportunities allowing everyone to reach their full potential. We acknowledge different genders, inter-gender and forms of gender identification and will actively support gender balance as well as providing an understanding and supportive environment around gender diversity.

#### **Ability not disability**

All employees will be considered for their ability for an opportunity within the business, both physical and mental. Where job requirements can be met, the business will make all reasonable accommodations to support employees working productively and safely within the business.

#### **All forms of diversity**

We value different backgrounds, beliefs, ages, preferences and experiences in our workplace and believe a diverse mix will bring about greater creativity and depth in problem solving, and better customer outcomes. As our customer base is diverse, so to should our workforce and therefore we seek to attract, recruit and cultivate employees with varied experiences and backgrounds. We acknowledge that differences in areas such as race, religion, background, age and interests are important to support and value in our commit to diversity. We support all forms of diversity in our workplace.

### How Melbourne IT will maintain diversity

Melbourne IT is committed to an inclusive work environment that embraces and promotes diversity as part of our culture.

Hand in hand with our commitment to diversity, the Company is also committed to ensuring that its employees and contractors work in an environment that is open, friendly and free of discrimination, harassment and bullying. In order to effectively promote a culture of diversity, the Company has specific policies in place regarding Equal Opportunity, Discrimination and Harassment, Workplace Bullying and Violence as well as the policy and procedures for the reporting and handling of complaints.

Our policies and procedures ensure the promotion of diversity within the workplace and our management teams are made aware of those policies. We focus on employee education and role modelling through leadership, a culture of tolerance and promotion of diversity.

In our employee recruitment and onboarding, diversity forms part of our value set and an important part of the employment relationship in understanding and supporting our approach to diversity.

Melbourne IT maintains its objective of increasing the representation of women within the business, particularly in management and senior positions (including the Board) and promoting the principle that the employment of women should be dealt with on the basis of merit.

The Board and our Executive Leadership Team are committed to gender diversity, particularly ensuring there is a balance of females at both the Board and Executive Leadership Level. However, appropriate experience and selection criteria must be met.

In line with our commitment, the Board and our Executive Leadership Team have committed to achieving a year on year improvement in gender diversity and representation.

### The role of the Melbourne IT Board

The Board and our Executive Leadership Team are committed to gender diversity, particularly ensuring there is a balance of females at both the Board and Executive Leadership Level. However, appropriate experience and selection criteria must be met.

The Board will:

- (a) Remain committed to diversity and ensure initiatives and programs are in place to measure this (for example, diversity mix and gender pay analysis).
- (b) Ensure females are well represented at the Board and Executive Leadership level
- (c) Review this Diversity Policy on a regular basis and associated activities in relation to diversity.

### Policy ownership or contact information

For more information on the Company's approach to diversity, you can discuss with the Executive Leadership Team or People and Culture.