

Diversity and Inclusion Policy

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February 2019

Background

At the Halberg Foundation 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.

The Foundation 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 dedicated 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 behavior 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

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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 Board sub-Committee. It will be updated annually or as otherwise required or necessary.