

Diversity & Inclusion Policy

1. Introduction

- 1.1. Accent Group is committed to developing and maintaining an inclusive workplace that embraces and celebrates diversity.
- 1.2. The purpose of this policy is to support and facilitate a diverse and inclusive workplace at Accent Group. The diversity of our people is one of our greatest strengths. We value and recognise the benefit of individual differences in the workplace, which supports both the realisation of an individual's full potential and the achievement of Accent Group's strategic people initiatives.
- 1.3. We are committed to a culturally safe workplace that fosters diversity and inclusion and that is reflective of the cultural standards and expectations of the community and customers we serve. Our people are as diverse as our products and the people who enjoy them. Our aim is to embrace all that makes us different and unique.
- 1.4. Diversity and inclusion are business imperatives critical to our success. Our community is diverse by nature, so it follows that our workforce should be representative of our community and customers. We are committed to seeking to leverage the value of this rich diversity for all our stakeholders and deliver exceptional community and customer service, improved social outcomes and increased team member engagement.
- 1.5. Through this policy, Accent Group aims to advocate for diversity and inclusion. We seek to integrate inclusion into the way we work and how we do business to ensure that it is a core part of Accent Group's culture.

2. Application

- 2.1 This policy is applicable to all Team Members as defined.
- 2.2 This policy has been developed to ensure all parties have a clear understanding of Accent Group's expectations and standards in relation to diversity. It recognises that all team members have the right to be included in an equitable, open, and transparent manner, with freedom from discrimination, harassment (including sexual harassment), and bullying.
- 2.3 It also provides direction on the appropriate processes to be followed when an issue arises so that it can be handled sensitively and managed in the best possible manner.

3. Our Commitments

- Provide a culturally safe workplace.
- Create a great place to work that thrives on inclusion which values, respects and draws on the diverse backgrounds, experiences, knowledge, and skills of our people.
- Attract, engage, and retain talent with unique skill sets, work styles and experiences that will help us achieve our ambition and purpose.
- Make sound commercial decisions that consider the different perspectives, needs and interests of diverse stakeholders.
- Increase team synergy and enhanced communication.
- Negative stereotypes are replaced by the positive realisation that a diverse and inclusive workforce can add value through their broad experience and knowledge base.

- Increase representation of minority groups at all levels of Accent Group.
- Recognise and celebrate cultural and community events during the year.
- Increase alignment to and support Accent Group's Purpose.

4. Guiding Principles

The principles that underpin our approach are:

Embracing Workforce Diversity: Promote and encourage a diverse workforce by fostering an environment of mutual respect, dignity, learning, openness to other cultures and an appreciation of differences. This covers age, gender, race, national or ethnic origin, physical ability, disabilities, religion, language, family/marital status, sexual orientation. This includes the embedding of inclusive practices across all areas the Accent business.

Gender Equality: promote and improve gender equality in our workplace.

Meritocracy: decisions about recruitment, promotion, remuneration, talent identification, succession planning, learning and development, retention and performance management are based on an individual's experience, performance, and capability.

Valuing Diversity of Perspective: leveraging the diverse thinking, skills and experience of our team members and other stakeholders.

Building a Flexible Workforce: providing opportunities for flexible working arrangements that accommodate the diverse needs of our team members.

Respecting Stakeholder Diversity: developing sustainable and valuable relationships with a diverse group of stakeholders, communities, team members, government bodies, customers, and suppliers.

Acknowledge and Support the Communities within which we operate: this extends to but is not limited to the traditional owners of the lands, including indigenous Australians and indigenous New Zealanders.

5. Key Enablers

The key enablers Accent Group will use for embracing diversity and inclusion are:

Leadership: Accent Group's leadership demonstrates an open and public endorsement of the Diversity & Inclusion Policy. Leaders will make decisions consistent with, and openly support, the policy.

Policy & Process: Accent Group's policies and procedures demonstrate commitment to its purpose of creating an inclusive and diverse culture and workplace. They act as playbooks for how Accent Group's leaders and team members are to operate.

Organisational Culture & Engagement: The organisational culture of Accent Group is open, = inclusive and diverse. Diversity is seen as a key way that Accent Group takes a leadership position in the role we play in supporting our local communities.

Communication: Communication in all forms at Accent Group is to be accessible and inclusive, and demonstrates a consistent message embracing all forms of diversity. This includes images of diverse peoples including those from different cultural backgrounds and varied life circumstances.

Education: Accent Group will provide team members with training to support them in understanding diversity & inclusion. With a strategic approach to training, we will enable understanding and embrace diversity and inclusion for all our current and future team members.

Support: Accent Group support programs are accessible and inclusive to people of all backgrounds, ages, abilities, and gender.

6. Roles & Responsibilities

Accent Group team members have a responsibility to:

- Behave in ways that actively contribute to the enhancement of a culturally safe workplace in which diversity is valued among the people we work with.
- Demonstrate respect and valuing of diversity through team building and consultative processes, and the decisions and actions that we take.
- Draw on our own and others' diverse skills and talents to enhance work outputs.
- Do not condone or ignore harassing or bullying behaviour in the workplace.
- Behave in a manner consistent with the Accent Group Values, Ways of Working and the Code of Conduct/ Employee Handbook.

Accent Group Managers have a responsibility to:

- Model, acknowledge and encourage desired behaviour.
- Create a culturally safe work environment which encourages open dialogue and values diverse perspectives.
- Consistently and actively encourage their team members to participate in workplace diversity training activities.
- Ensure that all performance agreements include tangible elements of adherence to workplace diversity principles.
- Promptly deal with any complaints or observations of harassment or bullying in the workplace.
- Actively identify and eliminate any barriers to equality of opportunity in employment.

7. Measurable Objectives/Monitoring Reporting

Each year, following recommendations from the People and Remuneration Committee, the Board will set measurable objectives with a view to progressing towards a balanced representation of

gender at a board and senior management level and in other identified leadership roles. The Company's progress against achieving the measurable objectives set is assessed annually.

8. Breach of this policy

- 8.1. To have a properly functioning diverse workplace, discrimination, harassment, vilification, and victimisation cannot and will not be tolerated.
- 8.2. All instances of breaches of this Policy must be communicated to the General Manager – People.
- 8.3. Breaches of this Policy (i.e., non-compliance) will be managed in accordance with the Employee Code of Conduct / Handbook.
- 8.4. Failure to comply with this Policy may result in appropriate disciplinary and remedial actions, in line with local policy, up to and including termination of employment.

9. Variation

- 9.1. The Company may amend, vary, or replace this policy at any time.

10. Accent Group Related Resources

- Code of Conduct/Handbook
- Bullying & Harassment Policy (including location specific policies)
- Ways of Working (The Code)
- Equal Opportunity Policy
- Recruitment Policy
- Mental Health and Wellbeing Policy
- Flexible Work Arrangement Policy
- Study Leave/Assistance Policy
- Social Media Policy

Responsibility for this Policy

The Board retains ultimate accountability for this Policy. The Board has delegated responsibility for the implementation of this policy and the associated ongoing compliance and reporting obligations to the Group CEO, who will be assisted by the General Manager - People. This Policy will be periodically reviewed to check that it is operating effectively and whether any changes are required.

Adoption of this Policy

This Policy was adopted on 18 August 2021.

11. Definitions

Team Member

Is a person who carries out work in any capacity for Accent Group such as:

- an employee/team member.
- a contractor or sub-contractor or an employee of a contractor or subcontractor.
- an employee of a labour hire company.
- an apprentice or trainee or a student gaining work experience.
- a volunteer.

The Company

Accent Group Limited.

Diversity

Diversity builds on the principles of equal employment opportunity to include inherent differences such as gender, age, ethnicity, race, cultural and linguistic background, sexual orientation and gender identity/reassignment, intellectual and physical ability.

Diversity also refers to other ways in which people are diverse, such as life experience, socio-economic or educational background, personality, marital and civil partnership status, religion or belief and family responsibilities.

Gender

Gender is determined by the social environment and reflects the roles and responsibilities expected of females and males based on their culture, time, and place.

The concept of gender has additional connotations, richer and more fluid than differentiating between male and female, having to do with behaviour, social interactions, and most importantly, one's fundamental sense of self.

For the purpose of this policy, Gender will also encompass Lesbian, Gay, Bisexual, Transgender, Queer, Intersex and Asexual (LGBTQIA) and other gender expressions.

Cultural Safety

A culturally safe environment is one that is socially, emotionally, and spiritually safe, as well as physically safe for people; where there is no assault, challenge, or denial of their identity, of who they are and what they need. It is about shared respect, shared meaning, shared knowledge, shared learning and interacting together.

Inclusion

Inclusion is the process whereby every person (irrespective of age, disability, gender and gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, culture, sexual preference or nationality) who wishes to, can access and participate fully in all aspects of an activity or service in the same way as any other member of the community.

An inclusive workplace is defined as a society for all, in which every individual has an active role to play. Such a workplace is based on fundamental values of equity, equality, social justice, and human rights and freedoms, as well as on the principles of respect and embracing diversity.

Indigenous Australians

An Indigenous Australian is someone who identifies as an Aboriginal and/or a Torres Strait Islander person.

Indigenous New Zealanders

An Indigenous New Zealander is someone who identifies as a Maori person or Tangata whenua, the indigenous people, of New Zealand.

Disabilities

Under the Australian Commonwealth Disability Discrimination Act (DDA) (1992) 'disability' is defined in broad terms to offer protection to everyone with a disability. Accent Group uses a social model of disability that suggests that disability results not from a person's impairment but from the obstacles and barriers imposed by society that limit or 'disable' the person by reducing their social, cultural and economic participation in society.