



# DIVERSITY AND INCLUSION POLICY

## PURPOSE AND SCOPE

The 1414 Degrees workforce is made up of individuals with unique skills, values, backgrounds and experiences. The 1414 Degrees Board values diversity and inclusion and recognises the organisational capability and business performance that it brings. 1414 Degrees is committed to providing an environment in which employees have equal access to opportunities available at work, are not judged by reference to unlawful or irrelevant attributes and have genuine feelings of belonging across integrated workplace activities. The main objectives of this Policy are to ensure 1414 Degrees:

- Leverages our employees' unique skills, values, backgrounds and experiences, which will assist with understanding the needs of our partners, clients and stakeholders, and
- Develops an inclusive work environment, so each employee can show their full potential, regardless of their background, gender, age, work status, marital status, religious or cultural identity.

This policy applies to anyone who is employed by or works at 1414 Degrees, including employees, contractors, consultants, and temporary employees. The philosophy and principles outlined in this Policy apply across the business, are the responsibility of all employees and must be adhered to by all parties acting for, or on behalf of, any part of 1414 Degrees.

## DIVERSITY

Diversity at 1414 Degrees refers to all the characteristics that make individuals different from each other. They include attributes or characteristics such as religion, race, ethnicity, language, gender, sexual orientation, disability, age and any other ground for potential unlawful discrimination.

Diversity at 1414 Degrees is about the commitment to treating individuals equally and with respect.

## INCLUSION

Inclusion at 1414 Degrees refers to the adjustment of workplace practices and behaviours to respond to people to ensure that individuals feel included within workplace activities. It involves both the action of including people in opportunities and also the outcome of individuals feeling a sense of belonging.

## **RESPONSIBILITY**

At every level, 1414 Degrees employees have accountability for ensuring the successful promotion of all aspects of diversity and inclusion and appropriate behaviour in the workplace.

Diversity and inclusion applies to all people practices, including but not limited to, recruitment, retention, performance management, promotions, talent identification and succession planning, training and development, terminations and goal setting. Managers have a responsibility as leaders to make decisions based on merit, to encourage diversity and inclusion in their teams and to model appropriate behaviour to ensure a strong and diverse culture at 1414 Degrees, which will significantly contribute to our commercial success.

Successful recruitment and selection is a fundamental part of the business and candidate diversity allows for different strengths and contributions to be brought to 1414 Degrees. It is important to increase awareness of unconscious bias to avoid discriminatory practices. These same principles are applied when considering new Directors for appointment to the Board to ensure a balance of skills and background in candidate selection.

## **SUPPORT**

To accommodate the diverse needs of employees, 1414 Degrees strives to offer mutually beneficial flexible working arrangements for all roles. 1414 Degrees will periodically identify and implement appropriate programs that assist in the continuing development of a highly skilled and experienced workforce and to develop employees for leadership roles.

## **GRIEVANCES**

Discrimination, harassment, vilification and victimisation will not be tolerated. Any substantiated breach of the 1414 Degrees Diversity and Inclusion Policy will be dealt with seriously and may result in disciplinary action. 1414 Degrees is committed to taking appropriate action where a complaint is raised, and an investigation may follow in line with 1414 Degrees complaint handling procedures.

For more information refer to the 1414 Degrees Grievance Policy & Procedure.

## **MEASURES**

1414 Degrees measures and monitors diversity outcomes through regular reporting and analysis, by the Human Resources Manager and broader Executive Committee. The Board will assess diversity objectives annually and disclose outcomes in each annual report.