

# Diversity Policy

## 1. Vision

1st Group Limited (**1st Group**) is committed to an inclusive workplace that embraces and promotes diversity at all levels and intends to attract, retain and motivate employees from the widest possible pool of talent. 1st Group values, respects and intends to leverage the unique contributions of people with diverse backgrounds, experiences and perspectives to provide strong service delivery. We also recognise that team members will assume changing domestic responsibilities throughout their careers.

Diversity includes not only gender diversity but also includes matters of age, disability, ethnicity, marital or family status, religious or cultural background, sexual orientation and gender identity.

In order to have a properly functioning diverse workplace, discrimination, harassment, vilification and victimisation cannot and will not be tolerated.

## 2. Objectives

The Board will establish diversity-related measurable objectives for 1st Group.

Assessment of these objectives and review of progress will be carried out annually by a committee established by the Board, who will report its assessment to the Board and make recommendations as appropriate. At the end of each reporting period 1st Group will disclose the measurement objective for achieving gender diversity and its progress towards achieving it.

1st Group intends to continually work towards the following objectives:

- (a) continue to recognise and celebrate our multicultural diversity and grow our workforce to reflect the diversity of the Australian population;
- (b) continue to incrementally grow the number of women performing senior roles; and
- (c) continue to assist minority groups to access employment opportunities through our business.

## 3. Principles

This policy provides a framework for new and existing diversity related initiatives and policies within 1st Group.

We reward and promote our team based on assessment of individual performance, capability and potential. Our business leaders are committed to providing opportunities that allow individuals to reach their full potential irrespective of individual background or difference.

## 4. Measures and accountabilities

The CEO will monitor the progress and report to the Board on the effectiveness of diversity related initiatives, including progress against measurable objectives.

Approved by the Board on 29 June 2020