

# SUNLAND GROUP

## DIVERSITY POLICY August 2019

### **1. Overview**

The Company recognises that a diverse workforce is a competitive advantage and that the Company's success is the result of the quality and skills of its people. The Diversity Policy is designed to support the Company's commitment to diversity.

Diversity involves recognising and valuing the unique contribution people can make due to their individual background and different skills, experiences and perspectives. Diversity may result from a range of factors including age, disability, gender, ethnicity, cultural or religious background or other personal factors.

### **2. Purpose**

The Diversity Policy outlines the Company's commitment to diversity and sets out the responsibilities of the Board, senior management and other employees in relation to diversity. The Company seeks to achieve:

- a) A diverse and skilled workforce;
- b) A workplace culture characterised by inclusive practices and behaviours for the benefit of all staff;
- c) A work environment that values and utilises the contributions of employees with diverse backgrounds, experiences and perspectives through improved awareness of the benefits of workforce diversity and successful management of diversity; and
- d) Awareness by all staff of their rights and responsibilities with regard to fairness.

### **3. Strategies**

The Company's diversity strategies include:

- a) Taking steps to attract, retain and motivate well qualified directors, management and employees from a diverse pool of candidates;
- b) Reviewing succession plans to ensure an appropriate focus on diversity;
- c) Reviewing pay equity to ensure there are no imbalances in pay due to diversity;
- d) Taking action against inappropriate workplace behaviours including discrimination, harassment, vilification and victimisation; and
- e) Any other strategies the Board develops from time to time.

### **4. Responsibilities**

#### **4.1 Board**

It is the responsibility of the Board to foster an environment where:

- Individual differences are respected;

- The ability to contribute and access employment opportunities is based on performance, skill and merit; and
- People demonstrate respect for others, and inappropriate attitudes, behaviours and stereotypes are confronted and eliminated.

In addition, it is the Board's responsibility to:

- Annually review the diversity of the Company and progress against strategies detailed in this Policy; and
- Review the need for and, if appropriate, set measurable objectives to achieve a diverse workplace and annually assess progress against any measurable objectives that may be set from time to time.

#### 4.2 Senior Management

Senior Management are expected to:

- Demonstrate a commitment to diversity as outlined in this policy;
- Foster individual career development in accordance with this policy, and make decisions on selection and promotion on the basis of performance, skill and merit;
- Work to create an environment where people demonstrate respect for others and which is free from unlawful discrimination, harassment and bullying; and
- Support individuals to resolve concerns or complaints that arise in the context of diversity.

#### 4.3 Individuals

Individuals are expected to:

- Demonstrate consideration for the cultural and social differences of the people with whom they work;
- Communicate with others politely and respectfully;
- Act to prevent or stop unlawful discrimination, harassment and bullying in the workplace; and
- Raise any diversity concerns with the Managing Director or Company Secretary, as appropriate, and where a concern has been raised, engage constructively to resolve that concern.

### 5. Further information

Any person who has questions about this policy or who requires further information should contact the Company Secretary.

### 6. Review of this Policy

This Policy may be amended by the Board of Directors.