



## Diversity and Inclusion Policy

### PURPOSE

The purpose of this policy is to support and facilitate an inclusive environment that embraces all that makes us different and recognises the benefits that these differences create.

This policy explains our approach to building inclusion and diversity across the organisation with the support of the AKD Board, Executive and Management.

### POLICY

We believe that diversity improves the quality of decision-making and therefore enhancing our capacity to create value and perform as a business.

An inclusive and diverse business environment encourages a range of perspectives, views and approaches, fosters excellence in what we do and provides an environment and team that people enjoy being part of.

Diversity is the term used to describe the differences and uniqueness of all people – it includes skills, knowledge, experiences and perspectives of individuals and groups. It can refer to demographic characteristics, such as age, gender, sexual orientation, religion, national or social origin. Diversity can also be recognised by personal characteristics such as disability, medical condition, carers' responsibilities, pregnancy and any other characteristic of an individual.

Some personal characteristics are protected against discrimination through state and federal legislation; however valuing diversity is broader, where differences are recognised and valued in a positive and proactive way.

An inclusive workplace:

- values the diversity of its employees and other stakeholders;
- upholds the right of every employee to be treated with respect and fairness whilst at work;
- is fair and equitable; and
- is free of discrimination, harassment, bullying and other unlawful behaviour.

AKD recognises that creating an inclusive and diverse working environment will help us attract and retain the best people from the widest pool of available talent.

AKD also recognises that the culture of its workplaces is a product of the behaviour and conduct of AKD's people - that is, how employees treat each other while conducting AKD's business.

We do not tolerate discrimination, harassment, vilification or victimisation, and commit to building an inclusive workplace where our people can confidently bring their whole selves to work.

AKD is committed to finding ways to actively support and encourage a diverse workforce and inclusive workplace now and in the future. This commitment is considered and reflected in strategic and operational plans, new initiatives, policies and procedures.