

DIVERSITY PLAN | 2023 - 2026

We will achieve our purpose: *together for the better* and live our values, *collaborate to win, create customer wow and chase the better* when we invest in our people to recruit, develop and retain a diverse workforce and foster an inclusive workplace culture that celebrates the diversity of thought and talent of our people.

Our focus

To enable us to make a genuine difference, this plan will focus on:

- Cultural diversity
- Aboriginal and Torres Strait islander peoples
- Disability
- Gender diversity in leadership

The activities that bring our diversity plan to life will create a more inclusive and diverse workforce for everyone. Other diversity indicators such as LGBTQI+, religion, age, socio-economic status, caregiving responsibilities and geographic location are also very important to the MyState Limited Group (MYS). This work will benefit us all, our customers and our community.

Our diversity plan is complemented by our wellbeing program, flexible work practices, and investment in developing capability (including leadership).

Measuring success

- Board composition to have not less than 30% of Non-Executive Directors of each gender.
- 35% representation of women in executive leadership positions (defined as CEO – 1)
- 50% of women in senior leadership positions (defined as CEO -2 and (internal reference: job classification E, F or G))
- 50% of women in management positions (defined as CEO – 3 with people leadership or (internal reference reports to an Executive and job classification is band D or below))
- 3% representation of people who identify as Aboriginal or Torres Strait Islander
- 5% representation of people who identify as having a disability
- 15% representation of people born overseas.
- 10% of people for whom English is not their first language

Initiatives to support diversity and inclusion

- Continue to challenge attraction and selection practices so that a diverse range of candidates are considered.
- Develop the capability of MyState leaders to recruit, and manage performance and development for a diverse workforce, including the provision of unconscious bias training on a regular basis.
- Develop partnerships with community groups / agencies to improve employment opportunities and increase awareness and support for under-represented groups.
- Through succession planning and talent management, identifying top female talent and preparing these individuals to take on more senior leadership positions. Provide the opportunity for emerging female leaders to have access to leadership development.
- Continue to support the Belong network to be ambassadors for diversity and inclusion in the workplace and provide an avenue for employees to be represented in the design and delivery of diversity activities.
- Celebrate our diversity through an annual calendar of events.
- In our policies and procedures relating to workplace flexibility recognise employees of all genders, have caring responsibilities and provide equal access to flexible work practices.
- Continue implementing flexible work practices and provide managers and team members with guidance on accessing and managing flexible working.
- Maintain connection with employees on extended leave from the workplace and consider employees on parental leave for succession and promotion.
- Develop and implement a policy to support the prevention of harassment and discrimination. Provide training for all staff on harassment and discrimination prevention.
- Analyse the pay equity position both generally and in relation to gender, including the development of actions to rectify any unjustified gaps.
- Strengthen diversity data collection.
- Maintain regular communications about diversity and inclusion, including access to information and contemporary resources.
- Formalise our approach to advancing reconciliation through a reconciliation action plan.