



# Diversity and Inclusion Policy

## Document Hierarchy

<b>Title of document</b>	Diversity and Inclusion Policy
<b>Version</b>	2.2
<b>Category of document</b>	Lead policy
<b>Short description</b>	D&I Policy
<b>Applicable to</b>	MyState Group
<b>Approval Authority</b>	Board via Group People Remuneration and Nominations Committee (GPRNC)
<b>Responsible Executive</b>	GM People Community and Public Affairs
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<b>Lead Policy</b>	Code of Conduct
<b>Related policies &amp; subordinate documents</b>	<ul style="list-style-type: none"> <li>• Recruitment and Selection Procedure</li> <li>• Workplace Discrimination and Harassment Policy</li> <li>• MYS Enterprise Agreement</li> <li>• Workplace Health, Safety and Rehabilitation Policy</li> <li>• Workplace Health &amp; Safety Procedure</li> <li>• Wellbeing procedure</li> <li>• MyState Limited Whistleblower Protection Policy</li> <li>• Diversity Plan 2023 – 2026</li> <li>• Parental Leave Procedure</li> </ul>
<b>Date Approved</b>	22 June 2023

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## 1. Purpose

A diverse workforce and inclusive culture help us to deliver on our Purpose – Together for the better, and live our values of Chase the Better, Collaborate to Win and Create Customer Wow. An inclusive workplace culture, where our people feel safe to share their ideas, skills and experiences, helps us attract, retain and engage the best people, reflecting the diversity of our customers and the community. A diverse workforce is a valuable enabler for innovation, creating quality customer experiences and managing risk to improve organisational performance.

When we feel included, we have a sense of belonging and can bring our best selves to work every day, enabling us to fulfil our Purpose and uphold our Values.

This policy sets out our commitment to Diversity and Inclusion and should be read in conjunction with our Board approved Diversity and Inclusion plan that sets the targets and areas of focus for diversity and inclusion at MyState as well as the workplace programs that will bring the plan to life.

## 2. Scope

This policy applies to the Directors, employees and contractors of the MyState Limited (MYS) Group (inclusive of all subsidiaries). Diversity and inclusion is everyone's responsibility.

## 3. Frequency

This policy is reviewed every three years, with the next review to be completed by 30 June 2026.

## 4. Definitions

**Diversity** is the mix of people in our organisation and is all the differences between people in how they identify in relation to their:

- **Social Identify** e.g., Aboriginal and/or Torres Strait Islander background, age, gender, caring responsibilities, disability, LGBTIQ+ status, culture or faith.
- **Professional Identity** e.g., profession, education, organisational level, location.

These aspects come together in a unique way for each individual and shape the way they view and perceive their world and workplace.

**Inclusion** refers to getting the mix of people in an organisation to work together for the better to improve performance and wellbeing.

Inclusion in a workplace is achieved when a diversity of people (e.g. ages, cultural backgrounds, genders, perspectives) feel that they are:

- **Respected** for who they are and able to be themselves;
- **Connected** to their colleagues and feel they belong;
- **Contributing** their perspectives and talents to the workplace; and
- **Progressing** in their career at work (i.e. having equal access to opportunities and resources)

(Diversity Council Australia, Diversity & Inclusion Definition, Sydney, Diversity Council Australia, 2017)

## 5. Our commitments

- Designing and implementing diversity and inclusion initiatives that help build a diverse workforce and inclusive culture necessary for achieving our purpose.
- Our Board will have oversight of diversity and inclusion through the Group People, Remuneration and Nominations Committee (GPRNC) and will regularly review the impact of our diversity and inclusion program.
- Our people will be provided with the relevant training and development to prevent discrimination, harassment and bullying in our workplace.
- In attracting, developing and rewarding our people to be their best, we will listen and learn from people with lived experience. Chasing the better to integrate diversity and inclusion in our recruitment, remuneration, performance assessment, and access to career and development opportunities.
- We'll disclose our performance against our targets. These metrics provide a focus for diversity and inclusion initiatives and positive culture change and alignment.
- We'll promote diversity and inclusion throughout our workplaces. Our employee advocates group, *Belong*, comprised of representatives from across MyState, actively promotes diversity and inclusion. These ambassadors are an avenue for our people to be represented in the design and delivery of diversity and inclusion initiatives and are a network of inclusion champions.

## 6. Resolving discrimination grievances

- We will not tolerate discrimination, harassment, vilification or victimisation. Any substantiated breach of the Diversity and Inclusion Policy will be dealt with seriously and may result in disciplinary action.
- We're committed to taking appropriate action when a complaint is raised, and an investigation may follow in line with the principles of procedural fairness and legal & industrial obligations.

## 7. Related legislation

Our approach to diversity and inclusion takes into account the following standards, regulations and legislation:

- *Age Discrimination Act 2004* protects individuals from discrimination on the basis of age in employment, education, accommodation and the provision of goods and services.
- *Australian Human Rights Commission Act 1986* provides an avenue of redress for those alleging discrimination and provides for the rights of these persons.
- *Disability Discrimination Act 1992 (Cth)* makes disability discrimination unlawful and promotes equal rights, opportunity, and access for people with disabilities.
- *Fair Work Act 2009* protects certain rights, including workplace rights, the right to engage in industrial activities, the right to be free from unlawful discrimination, and the right to be free from undue influence or pressure in negotiating individual arrangements.
- *Racial Discrimination Act 1975* promotes equality between people of different backgrounds, and it protects people from unfair treatment or vilification on the basis of their race, colour, descent, or national or ethnic origin.
- *Sex Discrimination Act 1984* gives effect to Australia's international human rights obligations and promotes equality between women and men. The Act protects people from unfair treatment on the basis of their sex, sexual orientation, gender identity, intersex status, marital or relationship status, pregnancy and breastfeeding. It also protects workers with family responsibilities and makes sexual harassment against the law.

- *Workplace Gender Equality Act 2012* provides a regulatory framework for the Australian Government to assist employers to improve gender equality outcomes within their workplaces.
- *Work Health and Safety Act 2011* aims to secure the health and safety of workers and workplaces through the elimination or minimisation of risks, so as to provide workers and others with the highest level of protection from hazards and risks, so far as is reasonably practicable.
- State-based anti-discrimination laws:
  - Australian Capital Territory: Discrimination Act 1991
  - New South Wales: Anti-Discrimination Act 1977
  - Northern Territory: Anti-Discrimination Act 1996
  - Queensland: Anti-Discrimination Act 1991
  - South Australia: Equal Opportunity Act 1984
  - Tasmania: Anti-Discrimination Act 1998
  - Victoria: Equal Opportunity Act 2010
  - Western Australia: Equal Opportunity Act 1984

## Version Control

<b>Version Number</b>	<b>Date Approved</b>	<b>Brief Description</b>	<b>Change Author</b>	<b>Approver</b>
2.1	26 March 2020	Policy review and update against current legislation, best practice and internal strategy	Senior Manager Culture and Capability	Board
2.2	22 June 2023	Policy review against legislation, values and purpose and tone of voice	General Manager People Community and Public Affairs	Board