

POL-013 Diversity & Inclusion Policy

At Degnan, people are at the centre of who we are, and what we do.

Degnan is committed to:

- Providing an inclusive workplace for all, our employees, our clients, and our stakeholders.
- Ensuring there is equal opportunities for all employees to reach their full potential.
- Finding ways to support and encourage a diverse and inclusive workforce and workplace now and in the future.

Degnan will:


- Provide an inclusive workplace where everyone is treated fairly and with respect.
- Implement recruitment selection practices being based on the best person for the job, an equal opportunity for all candidates, with no bias to:
 - Sex or marital status
 - Pregnancy, potential for pregnancy, or breastfeeding
 - Race, colour, national or ethnic origin, descent or nationality
 - Religion or political beliefs
 - Disability, illness or injury
 - Industrial activity and trade union membership
 - Sexual orientation and lawful sexual activity
 - Gender history, gender identity, transgender and transsexual status
 - Carer status or family responsibilities
 - Age
 - Personal association or relation to, a person who is identified on the basis of any of the above attributes
- Implement business practices that promote equality of opportunity throughout all aspects of employment and ensure that everyone enjoys a work environment that is free from unlawful discrimination, harassment, vilification, and victimisation.
- Provide a support platform to assist employees who require confidential external support through counselling, coaching and online resources.
- Provide a grievance management process for addressing unacceptable and unlawful behaviour in the workplace.

Definitions:

Diversity is the term used to describe the differences and uniqueness of all people. It can refer to demographic characteristics, such as age, ethnicity, gender, sexuality, religion, socioeconomic status, academic ability, or social origin. Diversity can also include personal characteristics such as disability, medical condition, carer's responsibilities, pregnancy or potential pregnancy and any other characteristic of an individual.

Inclusion means to embrace and value all people, irrespective of their diversity and diverse characteristics. It is about providing equity and opportunities and not permitting discrimination or intolerance.

This policy is available to all relevant interested parties.

 Chris Degnan, Managing Director