



Effective from April 1 2022

DIVERSITY AND INCLUSION POLICY

PURPOSE

This policy provides the framework by which ARIA, PCCA and MRA (each the **Company**) is committed to developing and maintaining an inclusive workplace that promotes and celebrates diversity.

Our vision for diversity is to create a culture that is safe, diverse and inclusive that reflects our community and the members we serve.

SCOPE

This policy applies to the Company's board, its employees and contractors.

DIVERSITY AND INCLUSION STATEMENT

The Company appreciates the value inherent in a diverse workforce. Diversity may result from a range of factors: cultural heritage, age, gender, race, religion, education, physical ability, appearance, language or other factors. We value the differences between people and the contribution these differences make to our business.

We will actively manage diversity and inclusion, seeking ways of acknowledging and embracing the differences that exist.

DEFINITIONS

In relation to this Policy:

DIVERSITY	Refers to the visible and invisible differences that exist between people, and how they identify in relation to key areas including (but not limited to) gender, ethnicity, religion, sexuality, age and disability. It also refers to diverse ways of thinking and ways of working.
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<p>INCLUSION</p>	<p>Occurs when people feel valued and respected, with equal access to resources and opportunities and where each person has the opportunity to contribute meaningfully to the Company. We acknowledge that inclusion is critical to realise the benefits of a diverse workforce.</p>
<p>EQUAL EMPLOYMENT OPPORTUNITY (EEO)</p>	<p>The principle that all persons can have equal access to employment opportunities based on merit, without fear of discrimination or harassment.</p>

DIVERSITY PRINCIPLES

The Company’s diversity and inclusion policy, processes and initiatives focus on four diversity and inclusion principles:

1

Decisions regarding recruitment, selection, training and development and promotion are based on merit, performance and capabilities.

2

The Company embraces fairness, equality and inclusiveness and does not tolerate unlawful discrimination, bullying, harassment or victimisation.

3

Diversity and inclusion and equal employment opportunity initiatives are based on sound business objectives.

4

Diversity and inclusion is everyone’s business—it is part of how the Company works.

EQUAL OPPORTUNITY IN EMPLOYMENT

Refer to Equal Employment Opportunity & Anti-Discrimination, Bullying and Harassment Policy 2018.

MEASURABLE OBJECTIVES

The Company will establish, on an annual basis, measurable objectives for the achievement of diversity and inclusion. These objectives may include goals for gender equity, representation of under-represented groups and implementing training programs that promote and embed diversity and inclusion.

The executive management team is responsible for the approval of initiatives to achieve measurable objectives relating to EEO, diversity and inclusion. Management is responsible for implementing approved initiatives.

MONITORING AND REPORTING

The Chief Operating Officer will regularly measure and report on the progress towards achieving diversity and inclusion objectives. This will include annual assessment of objectives and regular reporting to the board.

COMPLIANCE

The Chief Operating Officer will proactively monitor organisational performance in meeting policy requirements. This will include regular compliance training and process reviews such as recruitment, promotion and remuneration.

Managers have a responsibility to ensure the workplace is free from discrimination, harassment or bullying, and that all employees comply with the diversity and inclusion policy.

RELATED POLICIES

The Company's approach to equal employment opportunity, diversity and inclusion is supported by a range of policies, including:

- Equal Employment Opportunity & Anti-Discrimination, Bullying and Harassment Policy
- Flexible Work Policy