



Group Diversity and Inclusion Policy

Rationale and Scope

The Australia Post Group (Group) is committed to being an inclusive workplace where everyone is treated fairly, with respect and dignity. The Group's commitment to this policy embeds the importance and value of diversity and inclusion within the culture of the Group and recognises benefits of achieving this.

This policy sets out the principles that underpin this commitment to Diversity and Inclusion, supporting the Group to:

- help build a safe work environment by taking action against inappropriate workplace and business behaviours that do not value diversity including discrimination, harassment, bullying, victimisation and vilification;
- attract, retain and develop a diverse mix of team members fostering an environment where everyone has the opportunity to participate and is valued for their distinctive skills, experiences and perspectives;
- implement recruitment, talent and succession processes which promote diversity across the workforce;
- develop and invest in the Group's leaders to support a culture of Inclusion where diversity is embraced, and decisions are objective and merit based;
- develop flexible work practices to meet the differing needs of team members; and
- enhance customer service and market reputation through a workforce that respects and reflects the Diversity of customers and the community.

This Policy applies to the Group, which is defined as the Australian Postal Corporation and its subsidiaries. This includes, but is not limited to, directors, team members, licensees and contractors, acting on behalf of the Group.

Policy Principles

Managers are responsible for seeking to ensure that team members are provided with equal opportunity in all aspects of their work with the Group.

Managers must seek to:

- foster an inclusive workplace, where all team members feel a sense of belonging;
- promote and encourage participation in the Australia Post Diversity and Inclusion team member groups;
- provide equal opportunities for learning, development and promotion to all team members irrespective of age, disability, gender, gender identity, sex, sexuality and/or cultural background;
- ensure the TIES (Trust, Inclusivity, Empowerment and Safety) behaviours are role modelled, understood, valued and consistently maintained within their teams;
- maintain proper standards of conduct in line with the Group's leadership expectations and provide a work environment that is culturally sensitive and celebrates difference;
- ensure that all new team members understand their role and are provided with this Group Diversity and Inclusion Policy; and
- advise all team members on how to update their online diversity profile and where they can find further information on Diversity and Inclusion focus areas, programs and initiatives on the Diversity and Inclusion intranet page upon commencement of employment with the Group.

All team members must seek to ensure that the people they work with are respected and included and can safely share their perspectives, skills and experiences.



Glossary

Term	Definition
Diversity	Diversity refers to all characteristics that make individuals different from each other. It includes characteristics or factors such as religion, race, ethnicity, nationality, language, gender, gender identity, sexual orientation, marital or family status, disability, age or any other area of potential difference. A diverse workplace is about the commitment to equality and the treating of all individuals with respect.
Inclusion	Inclusion is harnessing the diverse workforce to work together effectively, where people are respected, connected, progressing and contributing to organisational success. The Group recognises the important role leaders play in creating an inclusive culture and building inclusive teams where all team members feel they belong, are valued and respected, can speak up and contribute while developing their careers.