

# Diversity Policy

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## 1. Purpose

The purpose of this policy is to confirm our commitment to supporting and developing diversity within our organisation and provide principles to guide decision making.

## 2. Introduction

Avivo recognises the importance of a diverse workforce at all levels of the organisation. We are committed to attracting, selecting and retaining the best candidates. Our success is dependent on the values, skills, knowledge and behaviours of our employees. We recognise that each individual brings unique strengths, experiences and characteristics to their work. Diversity is seen as an asset to organisations and linked to better organisational performance.

## 3. Scope

The policy applies across Avivo.

## 4. Policy

Avivo recognises the value of creating and maintaining an inclusive and collaborative workplace culture providing sustainability for the organisation. We value, respect and build on the unique contributions of people with diverse backgrounds, experiences and perspectives that provide excellent customer service to a diverse community. Diversity encompasses differences in ethnicity, cultural background, gender, sexual orientation, language, age, religion, socio-economic status, family status, and disability. Diversity is also the way people in an organisation differ in terms of their education, life experience, job function, work experience, personality, location and carer responsibility as well as ways of thinking and working.

The principles that guide us are:

- Treat everyone with respect and dignity
- Make decisions genuinely based on equity and fairness
- Develop and maintain a highly skilled, diverse and effective workforce, where all employees and members are valued, encouraged and provided with opportunities to develop their potential
- Develop a supportive workplace culture which allows employees and members to balance their work and personal life
- Provide a safe, secure and healthy workplace, free of discrimination and harassment
- Provide equal opportunity during recruitment and selection incorporating the principles of equity and diversity in our business activities.

## 5. Responsibilities

The Board is responsible for establishing diversity objectives for Avivo. On an annual basis the Remuneration Sub Committee will review diversity information and recommend appropriate objectives to the Board.

It is the responsibility of Management to develop and implement actions to achieve the objectives and to report performance to the Board.

It is the responsibility of the Executive Manager HR to communicate the policy and strategies to employees and ensure Avivo complies with external diversity reporting requirements.

Progress against targets will be included in Avivo's annual reports. All Managers and supervisors are responsible for ensuring employees are aware of our Diversity Policy.

## 6. References

Workplace Gender Equality Act 2012; Australian Human Rights Commission Act 1986; Age Discrimination Act 2004; Disability Discrimination Act 1992; Racial Discrimination Act 1975 and Sex Discrimination Act 1984.

## 7. Related Documents

Fair Treatment Procedure  
Whistleblowing Policy

## 8. Definitions

None.