

Diversity and Inclusion Policy

Aussie Broadband Limited

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Aussie Broadband Diversity & Inclusion Policy

1. Policy Statement

Aussie Broadband is committed to fostering an inclusive culture where all employees feel safe, respected, and empowered to bring their whole, authentic selves to work. We believe that an 'inclusion-first' focus keeps us true to our core **'Be Good to People'** and **'No Bullsh*t'** values, aligning with an approach that prioritises integrity, respect, and transparency. By embracing diversity and inclusion within our organisation, we are better equipped to understand and serve the diverse needs of our customers and communities, ensuring we deliver exceptional service that resonates with all Australians.

We embrace diversity with curiosity and a commitment to learning. We're dedicated to fairness, making sure everyone gets the support they need to thrive. Most importantly, we work hard to create a sense of belonging at Aussie, where every employee feels valued, connected, and an important part of our community.

Aussie Broadband acknowledges Aboriginal and Torres Strait Islanders as the First Australians, and for their role as the original communicators, connectors, and carers of the land and waters across Australia. We pay our respects to Elders past, present and emerging.

2. Purpose

This policy outlines our commitment to developing and maintaining a truly inclusive workplace that celebrates and embraces the diversity of our people. This policy provides a framework to ensure all employees, regardless of background, identity, or personal circumstances, feel valued, supported and have equal access to opportunities.

3. Definitions

Aussie: Refers to Aussie Broadband and any subsidiary companies under its umbrella.

Inclusion: The practice of creating an environment where all individuals are treated equitably, have access to opportunities, and can contribute to the organisation's success.

Diversity: The understanding, accepting, and valuing of differences among individuals, including but not limited to those of different gender, ethnicity, age, religion, disability, sexual orientation, social identity, and neurodiversity. This also includes differences in education, personalities, skill sets, experiences, and knowledge bases (professional identity).

Equity: Making sure everyone gets the support they need, so opportunities and outcomes aren't limited by who they are.

Belonging: A sense of being valued and connected, where everyone feels welcomed, included, and essential to the community.

4. Scope

This policy applies to all employees including permanent, fixed-term, casual employees, and contractors within Aussie Broadband and its subsidiaries (with the exception of subsidiaries that have their own policy).

5. Policy Application

5.1 Program of Work

We make inclusion part of everyday life, guided by our values. We have an ambitious and growing program of diversity initiatives including:

- **Visible Inclusion Efforts:** We celebrate special days, offer awareness training, and provide ROAR (Room of Any Requirement) spaces for prayer, breastfeeding, sensory breaks, and other needs.
- **Inclusive Language:** We use inclusive language in all our policies and procedures.
- **Employee Involvement:** Our Inclusion and Diversity Staff Working Groups are open to everyone and actively promoted. We also support employee groups including the Aussie Pride Network, the Reconciliation Action Plan working group, and the Neurodiversity Network, all backed by our People and Reputation teams, with support from an Executive Sponsor in the Senior Leadership Team.
- **Diverse Recruitment and Retention Strategies:** We are committed to ensuring our recruitment processes attract a diverse pool of candidates. This includes implementing bias-aware recruitment practices, collaborating with diverse community groups, and using inclusive job advertisements that reach underrepresented communities. To retain talent, we prioritise creating pathways for career progression and mentorship programs that support the professional growth of our diverse workforce. Regular reviews of our recruitment and retention data help us identify opportunities for improvement and ensure that our workforce reflects the diversity of the communities we serve.
- **Employee Listening Program:** We use the Peakon platform (named 'Nexus') to regularly capture and analyse employee sentiment, ensuring that our diversity and inclusion initiatives are aligned with the needs and experiences of our workforce. This feedback helps us make informed decisions and continuously improve our approach to creating an inclusive workplace.

5.2 Flexible Support

We offer personalised support for diverse needs, which may include:

- **Individual Inclusion Plans:** Developed collaboratively between staff members and supervisors using an ABB template to set clear expectations and support mechanisms.
- **Flexible Working Arrangements:** Customized to meet individual and business needs, subject to General Manager (GM) approval.
- **Workplace Adjustments:** Modifications to the workplace to accommodate specific needs where feasible.

- **Discretionary Leave:** Paid or unpaid leave options provided with GM approval for circumstances specific to the individual needs.

Examples include:

- A neurodivergent employee using sensory downtime in a ROAR room.
- Flexible working arrangements for a staff member experiencing health-related challenges.
- Supporting an employee to reduce their time in the office to ensure they can care for a family member with a disability
- Helping to organise the workday and week for a senior leader to accommodate parenting responsibilities, such as school drop-offs and pick-ups.

5.3 Setting Goals, Tracking, and Reporting

Aussie Broadband monitors its performance in Diversity and Inclusion by using appropriate measures and targets, providing reporting in line with/and for the following purposes:

- Review and endorsement by Aussie's Board, People and Community Committee (PCC), Executive Team and People and Reputation Team.
- Workplace Gender Equality Agency (WGEA) annual reporting
- As recommended by the ASX Corporate governance Council Corporate Governance Principles and Recommendations
- Our Aussie Broadband Annual Report.

We may set targets where we consider them appropriate, and track and report on how included our staff feel via Nexus, our employee listening platform, with consideration given to various aspects of diversity. The PCC establishes measurable diversity objectives, including gender diversity, and reviews progress against these goals annually.

6. Governance and Accountability

The People and Reputation team, in collaboration with the Executive Leadership Team and the Board's PCC, oversees the implementation and effectiveness of this policy. Accountability sits at all leadership levels, ensuring diversity and inclusion are integral to our leadership evaluations and decision-making processes.

7. Communication

This policy will be made accessible to all employees via SharePoint and communicated regularly through internal channels to ensure awareness and understanding. The policy will be reviewed regularly and updated as needed.

8. Related Documents

- Staff Handbook
- Sustainability Reports
- Reconciliation Action Plan
- Disability Action Plan
- Gender Affirmation Policy

9. Contact Information

For more information or clarification regarding this policy, please contact your manager or the People Services team.