Healius Group Diversity, Equity, Inclusion and Belonging Policy

Healius recognises the importance of building a workforce that reflects the diversity of the people and communities we serve, delivering responsive and culturally appropriate services.

It is important that our people are aligned to our values and views on diversity, equity, inclusion and belonging so that together we can create welcoming workplaces and teams where people can thrive.

1. ## Scope

    1.1. This Healius Group Diversity, Equity, Inclusion and Belonging (DEIB) Policy (Policy) applies to Healius Limited, all its subsidiary companies (together, Healius Group ("Healius")), and all directors, people and contractors of Healius.
    1.2. This Policy operates in conjunction with other relevant Healius policies as well as applicable Awards/Agreements and/or relevant legislation.

2. ## Principles

    2.1. Healius is committed to supporting an inclusive environment that embraces all that makes us different and recognises the benefits that these differences make. These differences can include gender, marital or family status, sexual orientation, gender identity, age, disabilities, ethnicity, religious beliefs, cultural background, socio-economic backgrounds, perspectives, experiences, and other areas of potential difference.
    2.2. DEIB practice is driven by our WE CARE values. These values underpin everything we do, what we stand for, how we work together and how we deliver to our customers and partners.
    2.3. The Healius Group Diversity, Equity, Inclusion and Belonging Practice Guide is underpinned by the Policy, DEIB practice will continue to evolve to meet changing organisational needs and market conditions.

3. ## People Responsibilities

    3.1. ### Board of Directors
        i. Monitoring the overall DEIB policy and strategy
        ii. Setting and reviewing measurable DEIB objectives, including targets recommended by People and Governance Committee.

    3.2. ### Executive Leadership Team
        i. Sponsor and promote DEIB initiatives with Healius.
        ii. Holding the organisation accountable for achieving DEIB objectives and targets.

    3.3. ### People Leaders
        i. Creating and maintaining an inclusive workplace by role modelling positive DEIB practice and communicating their commitment to the principles in the Policy.
        ii. Minimising bias towards non-dominant groups and ensuring consistency of approach by engaging in de-biased decision making.
        iii. Ensuring their people adhere to the principles set out in this Policy to create a work environment that encourages inclusion, values diversity and belonging.

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3.4. Individuals
    i.   Contributing to and maintaining, an inclusive workplace
    ii.   Respecting the diversity of others and demonstrating inclusion practice
    iii. Making reasonable accommodations and compromises regarding their own behaviour, if required to enhance harmony and belonging for others.
    iv. Understand their responsibilities in this and related policies.

4. Diversity, Equity, Inclusion and Belonging

We will build a culture of 'one Healius' through a deeper understanding of ourselves, our colleagues, our similarities, differences and the importance to us all, of making a contribution and being accepted.

We will achieve this through awareness, appreciation and application of the following principles;

4.1. Diversity
Our Group is diverse in its service offering, customer base as well as the skill make-up of the teams who deliver our services. It is important to be aware of the characteristics that make people unique, seek ways to celebrate this and never use these characteristics as the reason for treating people differently.

4.2. Equity
To maximise our rich diversity, we must ensure people have the same opportunity to access, participate and succeed at Healius. We do this through open communication in the first instance, ensuring access to information is available via multiple means and that opportunities are not determined by networks.

4.3. Inclusion
Proactively seeking input from others, inviting diverse opinions, experiences and points of view is essential to ensure that people are included in a meaningful way. Ensuring that people have opportunities to participate, engage and be involved is essential to creating a culture of inclusion.

4.4. Belonging
To create a strong organisational culture of belonging, our people need to feel accepted, included, and connected to their team, Business Unit and Healius.

4.5. Non-dominant groups
A non-dominant group may be large in size however due to a lack of power, access, information, or some other dynamic, are still disadvantaged compared to other groups.

4.6. Intersectionality
Intersectionality describes the occurrence of multiple characteristics that make a person unique or different.

Aspects of a person's identity or characteristics that may intersect include:

- Aboriginality
- sexual orientation
- refugee or asylum seeker background
- migration or visa status
- ability
- socioeconomic status
- medical record

- gender
- gender identity
- nationality

- language
- age
- housing status
- criminal record

- sex
- ethnicity
- colour

- religion
- mental health
- geographic location

It is important to consider the intersectionality of characteristics, as this may increase the likelihood of people to experience exclusion, discrimination, harassment. They may also increase barriers to inclusion, equity and belonging.

4.7. De-biased Decision Making

Understanding inherent preferences can assist in reaching more objective decisions. Rather than pursuing unbiased decision making, de-biased decision making recognises preference and bias exist, and highlights the need for strategies to balance bias by seeking diverse opinions, views and experiences as part of making decisions.

5. Measurement and Disclosure of Objectives

5.1. We are committed to maintaining our gender target for the Board of Directors of 40% female, 40% male and 20% any gender. In addition, we commit to these gender targets for Executive roles by 2030.

Annually we will communicate:
a) Additional measurable objectives for achieving diversity targets set by the Board.
b) Relevant strategies for specifically achieving measurable objectives under this policy.
c) Any other relevant target or objective related to diversity, inclusion and belonging.
d) Outcomes of our Workplace Gender Equality Agency (WGEA) reporting program.
e) Progress in our relationship with Minderoo Foundation Indigenous Employment Index program.

5.2. We are committed to continuously building knowledge, experience and further initiatives to increase our diversity, equity, inclusion and belonging.

6. Additional Policy References

6.1. Healius Group Standards of Behaviour and Conduct Policy
a) Our policy states that any person associated with, or in their dealings on behalf of Healius should always be treated with dignity and respect.
b) Further to this, all people have the right to a work environment free from discrimination, harassment, sexual harassment, bullying, victimisation and adverse action.
c) There are several laws and regulations that place requirements on both Healius and individuals. Some workplace behaviours, in addition to be unacceptable to Healius, are also unlawful, they include, but are not limited to;
   i. Discrimination
   ii. Harassment
   iii. Bullying
   iv. Victimisation

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Definitions

"Belonging" an individual's sense of acceptance in and connection to an organisation.

"De biased decision making" acknowledging and actively reducing the influence of subjectivity in decisions, enabling non-dominant group member contributions to be unimpeded by unconscious, careless or convenient bias.

"Diversity" characteristics that make people unique.

"Equity" ensuring the resources and opportunities are freely available, so everyone has the opportunity to reach their potential.

"Inclusion" behaviours and cultural norms that make people feel welcome.

"Intersectionality" interconnected nature of characteristics such as race, class, and gender as they apply to a given individual or group, which may create overlapping systems of discrimination or disadvantage.

"Non dominant group" a group of people with similar characteristics who form a majority, however have less power compared to a more dominant group or groups.