

1. Purpose

At Ridley we recognise the importance and significant value that a diverse workforce can have on workplace culture and business outcomes.

We respect diversity in our people, in their ideas, work styles and perspectives. Diversity recognises and values the contribution of people with differences in background, experience and perspective. Diversity includes, but is not limited to, gender, age, ethnicity and cultural background.

This Policy applies to all employees and contractors of Ridley.

2. Policy Statement

Providing an environment that values and encourages diversity in our people

- Ensuring that all employees are treated fairly and equally when employment decisions are made
- Providing career development opportunities to employees based on employee and business requirements
- Making recruitment and selection decisions based on merit and not affected by irrelevant personal characteristics
- Providing a workplace free from discrimination, harassment, victimisation or any other inappropriate workplace behaviour
- Equitable frameworks, policies, practices and processes
- Equal employment opportunities based on capability and performance;
- Flexible working practices and policies that consider the different needs and circumstances of our employees and the business
- An environment that attracts and retains a diverse range of talented people.

3. Definitions

Diversity

Diversity is what makes us different. It can include, but is not limited to, ideas, work styles, background, experience, perspective, gender, age, ethnicity, religious beliefs, sexual orientation and cultural background.

Inappropriate Workplace Behaviour

Inappropriate workplace behaviour includes the definition of bullying, harassment, sexual harassment, discrimination and victimisation set out in our Workplace Behaviour Policy.

4. Responsibilities

All employees are responsible for treating each other, contractors, visitors, customers and suppliers fairly and with respect. Managers are required to ensure all employment decisions they make are made in accordance with this Policy and any other relevant Policy.

Complaints raised in relation to this Policy will be managed in accordance with the Grievance Handling Procedure and/or the Discipline & Termination Procedure as appropriate.

5. Further Information

For further information in relation to this Policy, please contact your line manager or the Human Resources team.

Approved by the Board: November 2022