

ADSLOT POLICIES

ADSLOT DIVERSITY & INCLUSION POLICY.

PURPOSE

This policy provides the framework by which Adslot actively manages and encourages diversity and inclusion.

Adslot's goal is to create a culture that is diverse, inclusive and that respects and celebrates our differences. For the Adslot community to be happy, healthy and safe at work no matter who they are or what they do.

SCOPE

This policy applies to the organisation's board, its employees, and contractors.

DEFINITIONS

In relations to this Diversity and Inclusion Policy:

Diversity

Refers to the visible and invisible differences that exist between people, including (but not limited to) race, colour, physical features, sex, sexual orientation, gender identity, lawful sexual activity, age, physical or mental disability, marital status, family responsibilities, pregnancy, breast feeding, carer responsibilities, religion, political opinion, national extraction, social origin, industrial activity, or trade union membership. It also refers to diverse ways of thinking and ways of working.

Inclusion

Refers to ensuring that current, future and potential employees have equality of opportunity in the organisation without any barriers or obstacles as a result of their race, colour, physical features, sex, sexual identity, gender identity, lawful sexual activity, age, physical or mental disability, marital status, family responsibilities, pregnancy, breast feeding, carer responsibilities, religion, political opinion, national extraction, social origin, industrial activity or trade union membership.

Equal Employment Opportunities (EEO)

Is the principle that all persons can have equal access to employment opportunities based on merit, without fear of discrimination or harassment.

DIVERSITY PRINCIPLES

Adslot's diversity and inclusion policy, processes and initiatives focus on four diversity and inclusion principles:

Adslot.

1. Decisions regarding recruitment, selection, training and development and promotion are based on merit, performance, and capabilities.
2. Adslot embraces fairness, equality and inclusiveness and does not tolerate unlawful discrimination, bullying, harassment, or victimisation.
3. Diversity and inclusion and equal employment opportunity initiatives are based on sound business objectives.
4. Diversity and inclusion is everyone's business – it is part of how the Adslot community works.

EQUAL EMPLOYMENT OPPORTUNITIES

Adslot will provide equal opportunity in respect to employment and employment conditions, including:

- Recruitment and selection
- Performance management
- Training and development
- Career advancement

SUPPORT

Adslot is committed to supporting all employees and managers in the achievement of a diverse and inclusive workplace. Managers are responsible for developing and encouraging a positive environment, where all employees are treated with respect and dignity.

MEASURABLE OBJECTIVES

The organisation's intention is to establish measurable objectives for the achievement of diversity and inclusion once profitable and of meaningful size. These objectives may include:

- Implementing leadership programs that promote equal opportunity, diversity and inclusion practices and a diverse and inclusive organisational culture; and
- Implementing training and development programs that promote and embed EEO, diversity and inclusion practices within the organisation.

The executive management team is responsible for the approval of initiatives to achieve measurable objectives relating to EEO, diversity and inclusion. Management is responsible for implementing any approved initiatives.

MONITORING & REPORTING

The People & Culture team will regularly measure and report on the progress towards achieving diversity and inclusion objectives and will conduct an annual assessment of the measurable objectives.

The executive management team will regularly report to the board on the progress towards achieving diversity and inclusion objectives.

COMPLIANCE

The People & Culture team will proactively monitor organisational performance in meeting policy requirements.

The People & Culture team, in partnership with the management team, will ensure that all employees undertake regular compliance training in relation to Diversity and Inclusion, and legislative and other responsibilities relating to anti-discrimination, workplace bullying & harassment, and equal employment opportunity.

The People & Culture team will also conduct regular reviews of the processes involved in recruitment, remuneration, performance management and training and development to assess the implementation of and compliance with this policy.

Managers have a responsibility to ensure the workplace is free from discrimination, harassment, or bullying, and that all employees comply with the diversity and inclusion policy.

RELATED POLICIES

The organisation's approach to equal employment opportunity, diversity and inclusion is supported by a range of policies, including:

- Code of Conduct
- Flexible Work Arrangements Policy
- Performance Management Policy
- Recruitment and Selection Policy
- Grievance and Complaints Policy