

Aim and Scope

The aim of this policy is to promote a culture within Fairbrother that embraces and values individuality and diversity in the workforce and inclusivity in the workplace.

This policy applies to all Fairbrother operations, and is observed by all directors, employees, agents, contractors and other workers.

Policy Statement

Our people are our greatest asset, and our intent is to ensure a safe, respectful and inclusive workplace where differences are recognised and celebrated.

Fairbrother is committed to:

- Providing a workplace where all employees, contractors, clients and visitors are treated equitably, fairly and with respect.
- Embracing workforce diversity in all areas including age, gender, culture and Indigenous background, religion, political beliefs, sexual orientation, physical/mental ability and social and professional identity.
- Valuing different perspectives by leveraging diverse ideas, knowledge, skills, experience and working styles.
- Actively promoting an understanding and acceptance of difference in the workplace and the value that diversity can bring to our business outcomes and the services that our clients experience.
- Providing a workplace that is flexible and accommodating of the diverse needs of individuals at different career and life stages.

Related Documents & References

- [Our Guiding Principles VSN-CRP-108](#)
- [Employee Relations Policy POL-PLP-421](#)
- [Indigenous Participation Policy POL-PLP-409](#)
- [Remuneration and Reward Policy POL-PLP-403](#)
- [Workplace Behaviour Policy POL-PLP-404](#)

Accountability

The Executive Management Team is accountable to the Chief Executive Officer for ensuring this policy is understood and implemented.