

## Charter Keck Cramer Diversity, Equity & Inclusion Policy

Charter Keck Cramer (Charter) is committed to a diverse, equitable and inclusive culture in which all of our staff are recognised for their unique contributions and are encouraged and supported to reach their full potential. Charter seeks to integrate diversity, equity and inclusion into the way we work and how we do business to ensure that it is a core cultural value.

### Overview

Charter considers diversity to broadly cover differences such as age, gender, disability, ethnicity, marital or family status, generation, religious or cultural background, beliefs, sexual orientation, gender identity, thinking style, socioeconomic background and abilities. Inclusion enables us to strive to have all people respected and valued, not just for their abilities, but also for their unique qualities and perspectives. It is inclusion that promotes diversity of thought, fosters a culture of acceptance and helps to leverage our individual differences.

### Purpose

This policy sets out Charter's commitment to encouraging diversity, equity and inclusion in the workplace. The policy applies to all Charter staff whether on a permanent, casual, temporary or contract basis.

### Policy Principals

Charter aims to be a leader in, and advocate for, diversity, equity and inclusion. We will do this by:

- ▶ leveraging knowledge, research and best practices of experienced external communities such as the Diversity Council Australia;
- ▶ ensuring recruitment, selection and promotion practices are appropriately structured to attract and consider a diverse range of candidates and eliminate bias;
- ▶ integrating diversity best practise into the way we work and how we do business;
- ▶ supporting and fostering diversity, inclusion and flexibility;
- ▶ continuing to comply with and aim to exceed our legal and regulatory obligations in relation to equal opportunity, diversity and inclusion;
- ▶ endeavouring to structure Charter's Diversity, Equity & Inclusion Committee with diverse members from a broad range of roles and seniority within the business;
- ▶ always pursuing an inclusive culture and identity; and
- ▶ continuing to provide a working environment that is free from discrimination, harassment, intimidation or retaliation.

### Related Policies Procedures and Guidelines

- ▶ Paid Parental Leave Policy
- ▶ Floating Cultural Holiday Policy
- ▶ General Policies and Procedures
- ▶ Occupational Health and Safety Policy

### Role of the Diversity, Equity and Inclusion Committee

- ▶ Develop and recommend measurable diversity objectives;
- ▶ Oversee the implementation of Diversity and Inclusion initiatives;
- ▶ Communicate the business case for Diversity, Equity and Inclusion;
- ▶ Champion and role model a diverse, equitable and inclusive culture;
- ▶ Highlight and discuss diversity related organisational issues with Management;
- ▶ Engage with external communities e.g. Diversity Council Australia, Property Male Champions of Change, Reconciliation Australia etc;
- ▶ Advocate for and celebrate the changes that create a more diverse, equitable and inclusive culture; and
- ▶ Review this Policy annually, with any significant changes to be approved by Charter management, as appropriate.

### Our Vision

To embrace Diversity, Equity and Inclusion by creating a culture that enables individuals from diverse backgrounds and experiences to feel respected, valued, empowered and that they belong.

This requires everybody being provided with the opportunity:

- ▶ to confidently share ideas and opinions;
- ▶ to enjoy work-life balance; and
- ▶ enable professional development.