

Diversity Policy

Diversity Policy

September 2016

At the Foundation we believe that building diversity of thought across our organisation will deliver enhanced performance and ensure relevance to the people we service. Rich and varied backgrounds, experience and perspectives are critical to build a leading edge operation and deliver first class outcomes for our customers and stakeholders. The Foundation is committed to attracting, recruiting, developing, promoting and retaining a diverse group of talented individuals who will help drive the Foundation's performance.

Background

Diversity is a commitment to recognising and appreciating the variety of characteristics that make individuals unique in an atmosphere that promotes and celebrates individual and collective achievement. Examples of these characteristics are gender, age, culture, disability (mental, learning, physical), economic background, education, ethnicity, geographic background, language(s) spoken, marital/partnered status, physical appearance, race, religious beliefs and sexual orientation.

The Foundation's five core values of Leadership, Inclusion, Integrity, Excellence and Sustainability inherently recognise the importance of diversity in helping the Foundation deliver its objectives and fulfil the needs of its customers.

Practising diversity means incorporating diversity into the Foundation's talent acquisition, talent management and succession management processes and into our values and culture. This ensures that our trustees and employees reflect our diverse community and customer base.

Diversity Measurable Objectives

The Foundation's Executive Board ("Board") will each year set measurable objectives designed to give effect to the Foundation's diversity policy. The Human Resource & Compensation Committee ("HRCC") will recommend the measurable objectives to the Board. The Board will assess annually both the measurable objectives and the Foundation's progress towards achieving them, and will ensure the appropriate disclosures are made in the Annual Report

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Roles and Responsibilities

The responsibilities of specific groups are:

Board

Responsible for approving the measurable objectives developed by management and the HRCC and conducting an annual assessment of this policy, the objectives and the progress made toward achieving them.

HRCC

Responsible for recommending measurable objectives for achieving diversity to the Board, reporting on progress against those objectives and ensuring that appropriate disclosures are made in the Foundation's annual report regarding diversity. The HRCC will also lead, on behalf of the Board, the annual assessment of this policy to determine its effectiveness, and the assessment of objectives and the progress made toward achieving them.

The HRCC will annually review and report to the Board on the relative proportion of women and men which make up the Company's workforce, at all levels of the business.

CEO/Senior Management

Responsible for developing and, once approved by the Board, implementing the measurable objectives for achieving diversity. Also responsible for reporting to the HRCC on diversity initiatives and progress against the measurable objectives.

Managers

Responsible for ensuring the Foundation people are committed to this policy, their obligations under any applicable diversity strategy or initiatives, the Foundation's obligations under the Human Rights Act 1993 and the Foundation's commitment to diversity in the workforce.

All

Awareness of the Foundation's commitment to diversity in its workforce and adherence to this diversity policy.

Ownership

This is a Board Policy that is owned by the Human Resources Committee. It will be updated annually or as otherwise required or necessary.