

ASX Diversity & Inclusion Policy

July 2020 | Version 3

Objective

The ASX workforce is made up of many individuals with unique skills, values, backgrounds and experiences. ASX values diversity and inclusion and recognises the organisational capability and business performance that it brings. ASX is committed to providing an environment in which employees have equal access to opportunities available at work, are not judged by reference to unlawful or irrelevant attributes and have genuine feelings of belonging across integrated workplace activities. The main objectives of this Policy are to ensure ASX:

- Leverages our employees' unique skills, values, backgrounds and experiences, which will assist with understanding our customer needs
- Develop an inclusive work environment, so each employee can show their full potential, regardless of their background, gender, gender identity, sexual orientation, intersex status, age, work status, marital/relationship status, religious or cultural identity
- Demonstrates best practice

What is Diversity at ASX?

Diversity at ASX refers to all the characteristics that make individuals different from each other. They include attributes or characteristics such as religion, race, ethnicity, language, gender, gender identity, sexual orientation, marital/relationship status, disability, age, education, psychological capabilities, experience, socio economic status and any other ground for potential unlawful discrimination.

Diversity at ASX is about the commitment to treating individuals equally and with respect.

What is Inclusion at ASX?

Inclusion at ASX refers to the adjustment of workplace practices and behaviours to respond to people in order to ensure that individual needs are met and they feel included, engaged and connected within workplace activities. It involves both the action of including people in opportunities and also the outcomes of individuals feeling a sense of belonging.

Policy Scope and Responsibility

This policy applies to anyone who is employed by or works at ASX, including employees, contractors, consultants, temporary employees and secondees. The philosophy and principles outlined in this Policy applies across the business, is the responsibility of all employees and must be adhered to by all parties acting for, or on behalf of, any part of ASX.

At every level, ASX employees have accountability for ensuring the successful promotion of all aspects of diversity and inclusion and appropriate behaviour in the workplace. Diversity and inclusion applies to all people practices, including but not limited to, recruitment, retention, performance management, promotions, talent identification and succession planning, training and development, terminations and goal setting. Managers have a responsibility as leaders to make decisions based on merit, to encourage diversity and inclusion in their teams and to model appropriate behaviour to ensure a strong and diverse culture at ASX, which will significantly contribute to our commercial success.

Successful recruitment and selection is a fundamental part of the business and candidate diversity allows for different strengths and contributions to be brought to the ASX. It is critical that discriminatory practices and unconscious bias are avoided. These same principles are applied when considering new Directors for appointment to the Board to ensure a balance of skills and background in candidate selection.



Support

In order to assist with continuing to develop a highly skilled and experienced workforce and to develop employees for leadership roles, ASX will identify and implement appropriate programs. ASX currently has initiatives in place such as Workplace Adjustments (Disability) Policy, Purchase of additional Annual leave, Breastfeeding Friendly Accreditation and Pay Equity Reviews. To accommodate the diverse needs of employees, ASX has a Flexible Work Policy.

ASX has established Employee Network Groups to support our employees and help create a diverse and inclusive workplace culture. These are a space in which employees can come together based on a shared identity or experience and arrange events, discuss issues, raise awareness, and advocate for change.

Grievances

ASX is committed to taking appropriate action where a complaint is raised and an investigation may follow in line with ASX complaint handling procedures. Any substantiated breach of the ASX Diversity and Inclusion Policy will be dealt with seriously and may result in disciplinary action. Discrimination, harassment, vilification and victimisation will not be tolerated at ASX.

For more information regarding the Grievance procedure, refer to the ASX Equal Employment Opportunity Policy.

Measures

ASX measures and monitors diversity objectives through regular reporting and analysis, by the Group Executive HR and broader Executive Committee. Senior executives have diversity specific goals and targets.

Contact

If you require further information or have any questions, please contact your HR Business Partner or HR Administrator. Contact details can be found on the Contact HR page of the HR SharePoint site.

Document Control

Summary of Changes

Version	Date	Author	Summary of Change
	31/05/2016		Previous Version
1	01/05/2018	Sue McDonald (HR)	Update to new ASX Template only
2	14/02/2019	Anna Wild	Expanded Diversity
3	01/07/2020	Anna Wild	Included gender identity, sexual orientation, and intersex status, into definition, marital /relationship status. Added support of ENG's.