

## DIVERSITY POLICY

### PURPOSE

This policy sets out the Ingenia Community Group's (**Ingenia** or **Group**) commitment to encouraging diversity in the workplace and the provision of a work environment that is free from discrimination and promotes equal opportunity for all. The Group is committed to improving diversity and in particular, the number of females in leadership and other traditionally male dominated roles within the business.

### SCOPE

This policy applies to all Ingenia board and employees whether on a permanent, casual, temporary or contract basis.

#### Policy Statement

Ingenia recognises that encouraging workplace diversity is not just the socially responsible course of action but is also a source of competitive advantage for the Group.

Ingenia promotes an inclusive workplace where employee differences in areas like gender, age, culture, religion, disability and sexual preference are valued. The unique skills, perspectives and experience that our employees bring to the table encourage creativity and innovation in thought that better represents our diverse customer base, ultimately driving improved business performance.

### RELATED INFORMATION

#### 1.1 Recruitment & Selection

Ingenia is committed to following a high quality recruitment and selection process for any vacancies that ensures:

- All candidates are treated with dignity, respect, and confidentiality.
- Candidates are selected on the basis of their individual merit in fair and open competition without patronage or favoritism.
- The selection decision is free of bias and meets all legal and legislative requirements of the Equal Employment Opportunity and Anti-Discrimination.
- The Group consistently selects the best possible candidate for the role.

#### 1.2 Promotion, Transfer & Termination

Ingenia is firmly committed to creating opportunities for employees to grow and develop their careers within the group, and with that in mind, it is the preference of the Group's management that – where a vacancy exists – it be filled by a qualified internal candidate. All employees are given equal access to internal promotion and transfer opportunities as vacancies arise. Managers are encouraged to consider internal candidates first before engaging an external candidate. However the intention will always be to fill a position based on merit, whether they are currently employed with the Group or a

potential new hire.

All employees are treated with respect and consideration in the event of termination of their employment by being given the opportunity to participate in an exit interview.

### 1.3 Work/Life Balance

Ingenia recognises the significant competing demands that are placed on employees outside of work, and has developed initiatives towards supporting effective Work/Life Balance. Flexible work hours are available to all employees through negotiation with their manager. These initiatives support our female employees in particular, enabling them to flexibly transition back into workplace following periods of parental leave.

### 1.4 Parental Leave

Ingenia recognises the importance of parental leave and is committed to supporting employees during this time, and securing their return to the workforce.

Ingenia have Maternity Leave and Paternity Leave Policies that allow for:

- Paid maternity leave to eligible employees of 8 weeks (in addition to any benefit that the employee may be eligible to receive from the Government);
- Paid paternity leave of 8 weeks for eligible employees where they become the primary caregiver of the child;
- Paid paternity leave of 1 week for eligible employees (in addition to any Government paid paternity leave scheme); and
- Outlines the treatment of incentives while on Maternity and Paternity leave.

### 1.5 Remuneration & Benefits

There is no differentiation in conditions of service for permanent employees. All permanent male and female employees have equal access rights to the employment benefits as offered by the Group. Variance in terms of actual entitlements occurs only when taking into account the pro-rata effect related to part-time versus full-time employment.

Ingenia undertakes an annual remuneration review and is committed to monitoring remuneration by gender to ensure fair outcomes for all employees.

## GENDER TARGETS

Ingenia as the Group is committed to having a diversified workforce and employing on the basis of individual merit without patronage, favoritism or gender bias. However, the board has established the following gender targets to ensure an appropriate gender balance is maintained within the group.

Board: 30%  
Senior Management: 25%

For the purposes of this policy and all other purposes:

- Senior positions are those that are reported to Workplace Gender Equality Agency annually as key management personnel, general managers and senior managers; and
- Key management personnel is defined as those that having authority and responsibility for planning, directing, and controlling the activities of the Group, either directly or indirectly, and includes directors. The actual positions of key management personnel are to be determined prior to 30 June each year.

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