

## 1.0 Policy

The Ingenia Communities Group (Ingenia or Group) respects and values the diversity of its team members, suppliers, customers, residents, and stakeholders and is committed to finding ways to actively support and encourage a diverse workforce and inclusive workplace now and into the future. We all have a part to play in promoting a diverse, inclusive, and respectful work environment and this policy sets out Ingenia's principles for promoting and maintaining that diverse, inclusive, and respectful environment.

## 2.0 Scope

This policy applies to all Ingenia's employees, board members, temporary workers and independent contractors (collectively referred to in this policy as 'employee/s').

## 3.0 What Diversity and Inclusion means at Ingenia

At Ingenia we believe that diversity and inclusion is a way of engaging diversity of thinking, giving all our people a sense of inclusion, and treating our people, residents and guests the way we like to be treated. We believe that diversity and inclusion is an integral part of achieving our vision, purpose, and passion to create Australia's best holiday and lifestyle communities and becoming a favourite place to work.

Diversity at Ingenia refers to all characteristics that make individuals different from each other. People are multidimensional in their diversity, and the characteristics, elements and factors that contribute to diversity can be both visible and invisible. Inclusion at Ingenia refers to creating an environment that encourages people to feel involved, respected, valued, and connected and encourages people to bring, contribute, and be appreciated for all aspects of their diversity. At Ingenia we support an inclusive environment in which people feel a sense of belonging and bring their authentic selves (their ideas, backgrounds, and perspectives) to their work

## 4.0 Key roles in supporting Diversity and Inclusion at Ingenia

Ingenia has the highest level of commitment to diversity and inclusion from the Board to individual representatives in the business. At Ingenia, we believe that we all have a unique and valuable role in supporting diversity and inclusion in our workplace. The Board endorses the diversity and inclusion strategy and objectives, regularly reviews and discusses diversity and inclusion progress and outcomes. The Board role models this policy by actively seeking diversity of skills, knowledge, experiences, gender, cultural heritage and thinking styles in its team members.

## 5.0 Ingenia's objectives for Diversity and Inclusion

The current diversity and inclusion objectives, endorsed by the Ingenia Board are to:

- Maintaining our gender representation, with a target of 40% male, 40% female and 20% either

- Focus on gender pay equity, through thoughtful consideration of pay parity in every pay decision
- Deliver initiatives that support the diversity of our people and build inclusion at all levels
- Support our communities through recognition of cultural diversity, charity and volunteering
- Creating employment opportunities for disadvantaged groups
- Communicating internally and externally to promote a diverse and inclusive workforce

In order to achieve these objectives, Ingenia will:

- Provide diversity and inclusion education, training, mentoring programs and other developmental awareness programs
- Build the talent pipeline within the company to assist our people to develop the skills and experience needed to progress to more senior roles at all levels of the organisation
- Raise awareness of the advantages of diversity and inclusion through training
- Monitor recruitment, promotions and turnover, particularly in relation to gender and generational
- Identify employment opportunities for disadvantaged groups
- Create a culture that empowers and rewards people to act in accordance with this

The Board will assess and review progress in achieving these objectives. Ingenia will disclose in the Annual Report key achievements, progress towards achieving these objectives and any other key aspects of diversity and inclusion at Ingenia.

## 6.0 Diversity and Inclusion priorities at Ingenia

At Ingenia building a diverse and inclusive workplace is important and we have three current priorities in building our diverse and inclusive workplace:

1. Focus on Gender – Ingenia prioritises a fair and equitable workplace in which both men and women have equal access to opportunity to develop and succeed in their career.
2. Inclusion and Diverse Perspectives – Ingenia is prioritising building a shared understanding and ownership of inclusion at all levels, ensuring that diversity of thought and experience are fully utilised.
3. Open up opportunities for disadvantaged groups – Ingenia will identify employment pathways and opportunities for disadvantaged groups, which reflect the regional communities in which we operate.

## 7.0 Document Review and Refresher

Ingenia will review this document from time to time and may change the contents in line with business needs and relevant legislation. If changes are made to this policy, the updated version will be available on the intranet. It is then up to each employee to ensure they read and understand them. If an employee is unclear on any details in this document, they should speak with their Manager, Group Compliance or HR. Employees should aim to have a read of this policy every couple of months to refresh their memory.

Any queries or questions regarding this policy can be directed to the General Manager People & Culture.

### Policy History

<i>Established:</i>	<i>June 2012</i>
<i>Last review &amp; approved:</i>	<i>April 2022</i>
<i>Review frequency:</i>	<i>As required</i>