

## POLICY

At Ingenia Communities Group (Ingenia or Group), we understand the power of diversity in driving exceptional outcomes. We focus on an inclusive workplace embracing the strengths of a diverse workforce, where every individual feels valued, respected, and safe.

We celebrate the unique qualities of each person's identity, including factors such as age, cultural background, disability, ethnicity, gender identity, marital or family status, religious belief, sexual orientation, and socio-economic background.

Each of us has a pivotal role in building an environment where every voice is heard, different perspectives are valued, and every individual feels respected. This policy serves to promote and sustain a workplace that thrives on diversity, inclusion, and mutual respect. We need each member of our community to play a role in creating a workplace where everyone can thrive.

## 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').

## WHAT DIVERSITY AND INCLUSION MEANS AT INGENIA

### DIVERSITY

Diversity is the varied characteristics among our people, including race, ethnicity, gender identity, age, sexual orientation, religion, disability, socio-economic background, and more. It also includes diverse perspectives, experiences, and skills. Embracing diversity involves valuing and respecting these differences, creating an environment where all feel welcomed and empowered to contribute their unique talents and perspectives.

### INCLUSION

Inclusion at Ingenia is the deliberate effort to promote fairness, equity, and accessibility, ensuring all employees have equal opportunities to participate, grow, and succeed. This includes removing barriers to opportunities, addressing biases, and creating policies and practices that prioritise the well-being and engagement of every person at Ingenia.

We believe 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.

## KEY ROLES IN SUPPORTING DIVERSITY AND INCLUSION AT INGENIA

At Ingenia, we demonstrate our commitment to diversity and inclusion from the Board to every

member of our business. We support and promote initiatives that drive awareness for diversity and inclusion, and we recognise the importance of each individual's contribution in fostering an inclusive workplace.

## RESPONSIBILITIES OF EMPLOYEES

- Promote an inclusive environment by valuing and respecting others and understanding the attributes of an inclusive workplace.
- Recognise behaviour that isn't inclusive and raise it with your Leader or People & Culture.
- Use respectful and inclusive language in the workplace.
- Complete online Diversity and Inclusion training.
- Comply with your obligations in this and related policies.

## ADDITIONAL RESPONSIBILITIES OF LEADERS

- Set the standard and role model values and behaviours supporting diversity and inclusion.
- Actively listen to identify and remove, any barriers to equal opportunity in employment.
- Create an environment which encourages and values diverse perspectives.
- Address behaviour not meeting the standards.
- Ensure your team have completed Diversity and Inclusion training.

## RESPONSIBILITIES OF THE BOARD

- Endorses the diversity and inclusion strategy and objectives.
- Regularly review and discuss diversity and inclusion progress and outcomes.
- Role model by actively seeking diversity of skills, knowledge, experiences, gender, cultural heritage and thinking styles in its team members.

# INGENIA'S OBJECTIVES FOR DIVERSITY AND INCLUSION

We have three current priorities in building our diverse and inclusive workplace:

- **Focus on Gender** – our aspiration a fair and equitable workplace where there is equal access to opportunity to develop and succeed:
  - Continue to reflect the HESTA gender representation targets of 40% male, 40% female and 20% either for Board and Executive composition.
  - Maintain gender pay equity, through thoughtful consideration of pay parity in every pay decision, within the WGEA acceptable standard of + or - 5%.
  - Build the talent pipeline to assist our people develop the skills and experience needed to progress within the organisation achieving an internal promotion rate of >10%.

- **Inclusion of Diverse Perspectives** – building a shared understanding and ownership of inclusion at all levels, ensuring diversity of thought and experience are fully utilised:
  - Provide diversity and inclusion education, training, and other developmental awareness programs.
  - Through the establishment of a D&I committee, comprising a cross section of team members, promote awareness, leadership and involvement of inclusion and champion events across the company.
  - Communicate internally and externally to promote Ingenia’s constructive and inclusive culture.
- **Supporting Communities** – identify employment pathways, social connections, and opportunities for volunteering and charity groups, which reflect the regional communities in which we operate.
  - Encourage and support employees to give back to their communities through volunteering as part of our Charitable Giving Framework, aiming for a 10% increase in use of charity leave.
  - Create employment opportunities for disadvantaged groups.
  - Foster social good, through our sponsorship of the South Sydney Rabbitohs and their connection with the South’s Cares program, by providing Ingenia holiday parks and resources to host cultural camps.

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.

## DOCUMENT 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.