



Diversity and Inclusion policy

nbn-Confidential: Commercial | Rev 7.0 | 7 July 2020
Owner: General Manager Business Partnering

Background and Purpose

This policy sets out **nbn**'s commitment to the promotion of diversity and inclusion amongst our people, in our workplace and in the community.

A focus on diversity and inclusion enhances decision making, helps to attract talent and is key to creating the customer led, one team culture that is necessary to deliver on our purpose of uplifting the digital capability of Australia.

At **nbn**, we have evidenced the benefits that can be achieved by having a diverse and inclusive organisation. We know that being inclusive encourages diversity of views and approaches, leading to better solutions for our communities and customers. We continually strive to foster an environment that celebrates our diversity in which all our people have a sense of belonging and connection to our purpose and commitment to living our values.

At **nbn** we define Diversity and Inclusion (D&I) as:

- Diversity: encompasses diversity of demographics; diversity of thought and diversity of approach
- Inclusion: exists where people are valued and respected and have a sense of belonging.

Scope

This policy applies in all **nbn** workplaces to all **nbn** employees as well as contractors/TSAs (Temporary Staff Augmentation). This policy is not incorporated into and does not form part of any employee's contract of employment or any TSA or contractor agreement.

Policy Principles

nbn's commitment to creating diversity and inclusion is reflected in the following **policy principles**:

- Inclusion is at the heart of our business purpose and values, and is good for our people, customers and community
- We are all responsible for creating an inclusive and diverse workplace
- We encourage people to bring their authentic selves to work and to share their perspective and ideas
- We treat each other fairly and with respect
- We empower our people to achieve their full potential
- Our leaders demonstrate the behaviours we value and expect.



Policy Objectives

We have a number of objectives to work towards our vision of a diverse and inclusive organisation which include:

1. Gender Equality

nbn is committed to providing a fair and equitable workplace in which both men and women have equal access to opportunity, and to develop and succeed in their career at **nbn**.

2. Accessibility

To provide an inclusive workplace free from barriers where people with disability can feel safe, welcome and empowered.

3. Cultural Diversity

To create an inclusive environment for our people to express the uniqueness of their cultural identity and an appreciation of and respect for the range of cultural differences that exist across **nbn**.

4. LGBTI+ Inclusion

To create a safe workplace which connects, celebrates and supports the diversity and inclusion of our Lesbian, Gay, Bisexual, Transgender, Intersex (LGBTI+) employees and their allies, and of the broader LGBTI+ community.

5. First Peoples

Our vision for reconciliation is to connect communities across Australia, where Aboriginal and Torres Strait Islander people share equally in the benefits of the **nbn** network. We strive to develop cultural competence across the organisation with respect to our First Nation Peoples.

6. Inclusion

To foster an inclusive environment where our people have a sense of belonging and connection to our purpose and commitment to living our values.

In seeking to deliver on these objectives we are committed to a focus on diversity and inclusion across our business, including in our people practices. This focus includes, but is not limited to:

- Our customer and community focus in line with our business purpose
- How we attract, recruit, retain, manage and promote our people
- How we structure our teams and the ways in which we work enabling flexible work practices to support people balance their work and personal responsibilities
- How we identify and develop our talent
- The way we evaluate and reward performance with a focus on gender pay equity
- Implementing initiatives to support family friendly work practices for all employees
- Fostering an inclusive culture through a combined focus on the behaviour, symbols and systems that enable this
- How we support and develop our leaders and the expectations we have of them to manage diverse teams and create inclusive work environments
- How we monitor our progress against diversity and inclusion metrics and benchmarks.



Reporting

We will regularly monitor and report on progress against diversity and inclusion metrics and targets and the effectiveness of diversity related initiatives. This includes tracking our progress against our Reconciliation Action Plan (RAP), our Accessibility and Inclusion Plan (AIP) and through other external benchmarking tools such as Australian Workplace Equality Index (AWEI).

We will report to the People and Remuneration Committee and the Board annually on the effectiveness of diversity related initiatives, including progress against measurable objectives. Progress against external diversity targets will be included in nbn's Annual Report and reported in the annual Sustainability Report.

Roles and responsibilities

- **Employees** are responsible for ensuring their behaviour is consistent with the principles set out in this Policy and supportive of a diverse and inclusive workplace.
- **Leaders** are responsible for ensuring their leadership practices and behaviours are consistent with the principles set out in this Policy and supportive of a diverse and inclusive workplace.
- The **Diversity Council (Executive Committee)** is responsible for establishing measurable diversity and inclusion objectives, endorsing initiatives to achieve diversity and inclusion objectives and monitoring progress in achieving these objectives.
- The **People and Culture team** are responsible for implementing diversity and inclusion objectives and providing ongoing support and guidance to employees and leaders in relation to Diversity and Inclusion principles and objectives.

Related policies

At nbn our approach to diversity and inclusion is supported by a range of policies, including:

- First Peoples
- Code of Conduct
- Equal Employment Opportunity
- Disability
- Recruitment and Selection
- Flexible Working Arrangements

*Rebekah Mark
General Manager Business Partnering
Effective as of 7 July 2020*



Document control

Policy owner	General Manager Business Partnering
Revision	7.0
Issue date	7 July 2020
Review date	July 2022
Classification	Unclassified
Dissemination limiting marker (DLM)	-
Status	Final
Plan of record?	-
Policy author	Gudrun Elms, Diversity and Inclusion Program Manager Justine Knight, Senior Program Manager, Diversity and Inclusion
Policy approver	People and Remuneration Committee
Email	-
Department or business unit	People and Culture

Revision history

Revision	Description	Policy author
7.0	Updated Policy and Review Date (now Biennial) in May 2020.	Justine Knight
6.0	No amendments required in March 2019.	Justine Knight
6.0	Review and amendment approved by the People and Remuneration Committee at meeting no 32 held on 13 March 2018.	Gudrun Elms
5.0	Review and amendment approved by the People and Remuneration Committee at meeting no. 26 on 13 March 2017.	Joanna Regan
4.0	Biannual review and amendment.	Kath Nell
3.0	Revised policy as per diversity plan development and template upgrade.	Sarah Freeman
2.0	Updated Logo to new nbn Logo Standard and updated classification in line with revised policy.	Michael Doran
1.0	Approved policy.	Michael Doran