

Diversity and Inclusion Policy

The purpose of this policy is to support and facilitate an inclusive environment that embraces all that makes us different and recognises the benefits that these differences make. These differences can include gender, age, ethnicity, religious or cultural background, disability, marital or family status, sexual orientation, gender identity and other areas of potential difference.

Zenith RBA is committed to supporting and ensuring a diverse and inclusive work environment in which everyone is treated fairly and with respect. We firmly believe that all individuals be judged on their own individual merit without any discrimination.

Zenith RBA recognises diversity as one of our most important resources because we believe that diversity in our workforce helps us:

- attract, retain and motivate employees from the widest possible pool of talent;
- foster a culture that reflects our values of Customer Focus, Accountability, Integrity and Respect and is open to all;
- improve innovation, creativity and inspire critical thinking;
- create a dynamic environment that leads to higher performance and well-being and greater employee engagement and satisfaction; and
- improve the connection between our people and the community we serve.

At Zenith RBA, we are committed to a culture that embraces and fosters diversity and inclusion. Diversity encompasses differences in backgrounds, qualifications and experiences, and also differences in approach and viewpoints. Zenith RBA ensures that individuals are provided with equal opportunity, while also creating opportunities for those groups that may be disadvantaged.

Zenith RBA has a strong commitment to gender diversity and the fundamental principle that gender is not a barrier to participation in our workforce, management and senior executives. Our leaders are committed to providing opportunities that allow women to reach their full potential.

Zenith RBA's approach to diversity and inclusion is supported by a range of policies, such as:

- Code of Conduct – Including a commitment to not only complying with its legal obligations, but also acting ethically and responsibly.
- Equal Employment Opportunities – Including a commitment to maintaining a supportive, healthy and productive work environment, free from unlawful discrimination, harassment, bullying or victimisation and to maintaining appropriate legislative commitments.
- Employee Disability Charter – Including a commitment to ensure practices do not disadvantage employees with disabilities or ongoing medical conditions
- Flexible Work Arrangements Policy – Zenith FG believes in assisting employees to maintain a healthy and holistic balance between work, family, domestic responsibilities and other commitments, activities and interests.
- Workplace Harassment Policy and the Discrimination and Sexual Harassment Policy – Zenith FG is committed to creating an environment that is free from bullying, harassment, discrimination and victimisation.
- Indigenous Engagement Policy – Zenith FG is committed to working towards building a society where there is equity in employment, health and wellbeing outcomes for Aboriginal and Torres Strait Islander people.



Greg McDonnell
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